DOCUMENT RESUME

ED 101 637 HE 006 230

TITLE Gallaudet College Equal Employment Opportunity Affirmative Action Plan.
INSTITUTION Gallaudet Coll., Washington, D.C.
PUB DATE Jan 74
NOTE 275p.

EDRS PRICE MF-$0.76 HC-$13.32 PLUS POSTAGE
DESCRIPTORS Colleges; *Deaf; *Deaf Education; *Educational Planning; *Equal Opportunities (Jobs); Equal Protection; Females; *Higher Education; Minority Groups; Program Descriptions; Racial Integration; Sex Discrimination
IDENTIFIERS Affirmative Action; *Gallaudet College

ABSTRACT

This document details the Affirmative Action Plan in effect at Gallaudet College. Following a policy statement, chapter 2 indicated the affirmative action procedures followed in the areas of policy dissemination, administration and monitoring, reporting and evaluation, training and development programs, recruitment, promotion and selection, employment, and community relations, Chapter 3 presents undergraduate faculty guidelines on equal employment opportunity. Chapter 4 reviews utilization analysis and goals and timetables based on the current workforce, availability data, goals and timetables, and recruitment resources. (MJM)

ED101637

U.S. DEPARTMENT OF HEALTH
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

GALLAUDET COLLEGE
EQUAL EMPLOYMENT OPPORTUNITY
AFFIRMATIVE ACTION PLAN

January, 1974

HE 006 230

2/3

GALLAUDET COLLEGE
AFFIRMATIVE ACTION PLAN

TABLE OF CONTENTS

Foreword

I. Policy Statement and Advisory Committee..............................

A. Gallaudet College Equal Employment Opportunity Policy.............. 3
B. Affirmative Action Advisory Committee.............................. 5

II. Affirmative Action Procedures.................................... 7

A. Dissemination of Policy.. 7
B. Administration and Monitoring...................................... 11
C. Reporting and Evaluation... 15
D. Training and Development Programs.................................. 17
E. Recruitment.. 21
F. Promotion and Selection.. 26
G. Employment... 29
H. Community Relations.. 31

III. Undergraduate Faculty Guidelines on Equal Employment Opportunity....... 33

IV. Utilization Analysis and Goals and Timetables........................ 39

A. Current Workforce

College Faculty.. 40
Model Secondary School for the Deaf.................................. 41
Kendall Demonstration Elementary School.............................. 43
Non-Faculty Personnel.. 44

B. Availability Data

Minorities-Five Years or More of College.............................. 46
Caucasian Women-Five Years or More of College......................... 47
Minorities-Four Years of College...................................... 48
Caucasian Women-Four Years of College................................. 49
Washington, D.C. SMSA... 50

C. Goals and Timetables

College Faculty.. 51
Model Secondary School for the Deaf.................................. 52
Kendall Demonstration Elementary School.............................. 54
Non-Faculty Personnel.. 58

TABLE OF CONTENTS (Continued)

D. Recruitment Resources.. 64

V. Addenda.. 146

Central Administration.. 147
Leave Policies.. 148
Applicant Flow Forms.. 157
Availability Sources.. 159
Goals and Timetables Formula.................................... 172
Gallaudet 1972.. 176

FOREWORD

It is the special purpose of Gallaudet College to provide higher education and other services for the deaf. Gallaudet College is the only institution in the world exclusively devoted to that purpose. In addition, Gallaudet College is also responsible for the Model Secondary School for the Deaf (MSSD) which was instituted through Public Law 89-694 and serves the District of Columbia and five states. MSSD is operated by Gallaudet under the terms of an agreement with the Department of Health, Education and Welfare. Kendall Demonstration Elementary School (KDES) was instituted through Public Law 91-587. KDES serves the District of Columbia, Northern Virginia and parts of Maryland.

This Affirmative Action Plan provides safeguards for all Gallaudet College employees against discrimination in employment and seeks to improve employee development on the basis of merit.

The success of this effort depends heavily upon the productive working relationship between employees of Gallaudet College. This mutual understanding will both further the work of the College and provide avenues for opportunities in training, promotions, job reassignment and reclassification necessary for continued advancement.

Each administrator has the responsibility to familiarize himself or herself with all tools available to advance his or her employees. The cooperation of administrators in the recruitment of minorities and women for new or vacant positions is essential.

This Affirmative Action Plan is meant to carry out equal employment opportunity goals and objectives and is designed to the specific needs of Gallaudet College.

The overall goal of the Equal Employment Opportunity/Affirmative Action Plan of Gallaudet College is to eliminate any exisitng or potential discriminatory practices and to create a climate that is conducive for all employees to advance to the highest level of achievement, thereby improving the total performance of Gallaudet College in its mission.

The Objectives of the Equal Employment Opportunity/Affirmative Action Plan are to: (1) make the number of minority group members and women holding positions representative of the recruitment and labor pool; (2) encourage administrators both to seek out such applicants and to give them fair and equal consideration on their merits; (3) increase the possibilities for career development for all employees; (4) create new and imaginative channels of communication among members of all groups at all levels for the purposes of stimulating better understanding and communication among all employees.

POLICY

Gallaudet College, a national College for the deaf, alone cannot change the societal attitudes that undergird the present practices of discrimination against minority groups, and women. We can, nevertheless, decide to be among the leaders in higher education by instituting and implementing our own policies and practices to ensure equal opportunity for all. Furthermore, in our own interest, Gallaudet College will thrive to the extent that practices are recognized as equitable, based on merit, and designed to encourage and develop the best talent within its own ranks.

The policy of Gallaudet College is to provide equal opportunity in employment for all persons in its work force or being recruited for its work, and to prohibit discrimination in employment based on race, color, creed, national origin, sex, age, or religion.*

Gallaudet College will further strive to promote the full realization of equal employment through a positive continuing affirmative action program. All component units comprising Gallaudet College will carry out the full extent of this policy of equal opportunity in employment.

The President of the College is ultimately responsible for the success of the Affirmative Action Plan. With the personal commitment of the President and the authority of that office, achievements will be unlimited. The President of Gallaudet College shall appoint an Aide to the President for Equal Employment Opportunity (EEOO). The chief responsibility of the EEOO shall be the monitoring, evaluating and reporting on the implementation of the Equal Employment Opportunity/Affirmative Action Program.

*This is the Gallaudet College Policy Statement.

Each unit administrator and budget unit head is responsible for the success of the affirmative action efforts in the particular unit, and is required to make equal employment opportunity practices an integral part of the day-to-day management of her/his activities. The EEO Officer shall assist the unit administrators and department chairpersons in the identification of and solutions to problems in the area of equal employment and affirmative action. The personal commitment of each administrator and the authority of the office are essential to achieving the goals of equal opportunity in order that there will be significant progress and strong evidence of accomplishment. Administrators in particular have the responsibility to develop and exercise awareness of the personal potential of the employee within his or her purview as well as the barriers that may consciously or unconciously impede his or her progress.

The Gallaudet College policy of equal employment opportunity and affirmative action plan shall be disseminated through all levels of the College by various methods including publications in the Administration and Operations Manual, the Non-Faculty Manual, the Faculty Manual, and other documents as necessary.

Further communication of the equal employment opportunity policy shall be made by special meetings with unit administrators and department chairpersons, meetings of all other employees, and through special orientation for all new employees of the College.

The Equal Employment Opportunity Officer shall monitor dissemination of the policy throughout the College to ensure that policy and information is received and carried out. The Equal Employment Opportunity Officer shall serve as a liaison with other colleges, the appropriate government agencies, and minority, women, and community groups and shall maintain current information on equal employment developments. The Equal Employment Opportunity Officer shall identify and seek solutions to problems arising in the area of affirmative action compliance. The Equal Employment Opportunity Officer shall review reports on and monitor all affirmative action efforts and shall satisfy herself or himself that all requirements of the plan have been met. The Officer shall provide assistance in the recruitment of candidates who are women, or members of minority groups. The Officer should provide an informal channel of communication for employees or students who wish information on equal employment opportunity. The Officer shall serve as Chairperson of the Affirmative Action Advisory Committee.

Gallaudet College hereby reaffirms its established policy of nondiscrimination as an equal opportunity institution. It is the objective of the College to assure equal opportunity in recruitment, hiring, training, and promotion in all job classifications without regard to race, color, religion, sex, age, or national origin.

Gallaudet will ensure that all personnel actions, such as promotion, compensation, benefits, transfers, lay-off, return from lay-off, company sponsored training, education, tuition assistance, social and recreational programs, and any other conditions of employment are in accord with principles of equal employment opportunities by imposing only valid requirements that are administered without regard to race, color, religion, sex, age, or national origin.

The College does not view its non-discriminatory policy as a passive one. It is aware of the obligation to seek actively to increase the number of minority individuals and women, at all levels of the College and to provide and make them aware of the commitment of the College to equal opportunity in all its activities.

Edward C. Merrill, Jr.
Edward C. Merrill, Jr.
President, Gallaudet College

AFFIRMATIVE ACTION ADVISORY COMMITTEE

An important part of the Gallaudet College Equal Employment Opportunity/Affirmative Action Program is the Affirmative Action Advisory Committee. It shall be a tool for ensuring the continued effectiveness, adequacy and responsiveness of the Gallaudet College Equal Employment Opportunity/Affirmative Action Plan. The chief responsibility of this Committee is to assist the President in reviewing the progress of affirmative action efforts and to make recommendations on issues related to minority groups and women. The Affirmative Action Advisory Committee shall be a primary means of tapping employee and student employee opinions and should assist the Equal Employment Opportunity Officer in interpreting EEO principles to faculty, staff and students.

The Committee shall consist of 10 members, 9 appointed by the President, and the Equal Employment Opportunity Officer. Committee membership shall include minority groups, and women. Specific membership shall consist of the Equal Employment Opportunity Officer as chairperson, and one each from Kendall Demonstration Elementary School, the Model Secondary School for the Deaf, the Undergraduate College, the Graduate College, the Business Office, Non-Faculty Personnel, and three members from the College at large. Membership in the Committee shall be revolving, with one-third of the members being replaced each year.

The primary functions of the Affirmative Action Advisory Committee shall include: advising the President of the College on Equal Employment Opportunity problems; dissemination of information; monitoring the Affirmative Action Plan in general; providing recommendations, periodic evaluations and modification of the Plan; serving as a channel through which employees of the College can affect the Affirmative Action Program; and serving as a tool for ensuring the continued success, adequacy, and responsiveness of the College's Affirmative Action Plan.

DISSEMINATION OF POLICY

Problem

Gallaudet College needs to assure that all organizational units and all employees of the College are aware of the Affirmative Action Plan.

Goals

To establish internal and external lines of communication on the policy on equal employment opportunity.

A. DISSEMINATION OF POLICY

	Action	Responsibility	Target Date
A1.	The College shall make available the Equal Employment Opportunity/Affirmative Action Policy Statement to all applicants for employment and all employees of the College.	Personnel	In Progress
A2.	A statement that the College is an Equal Opportunity Employer will be prominently displayed in every building on the campus and in the Office of the President.	Equal Employment, Opportunity Officer	1 February 1974
A3.	The EEO Policy statement will be printed in the College Catalogue, Operations and Administration Manual, Faculty Manual, Non-Faculty Manual, etc.	Business Office, Office of Public Relations, Office of the Dean of the College	30 June 1974 and and continuing
A4.	Annual meetings with Budget Unit Heads and Department Chairpersons and supervisory personnel will be held to explain the intent of the EEO Policy and individual responsibility for effective implementation.	Equal Employment Opportunity Officer	30 June each year
A5.	The College shall conduct annual meetings with all employees to discuss policy and explain individual employee responsibility. The College will communicate to its employees the existence of the Affirmative Action Plan and will place ten copies of the Affirmative Action Plan in the Edward Miner Gallaudet Memorial Library for circulation to employees and students as desired.	EEOO, Personnel Dean of the College, Dean of Pre-College Programs	30 October each year
A6.	The College will provide employee orientation for all new employees.	Personnel, Dean of the College, Dean of Pre-College Programs	Accomplished

Dissemination of Policy

Action	Responsibility	Target Date
A7. The College shall include non-discriminatory clauses in all contracts with the Service Employees's International Union, Local 82, AFL-CIO and review all contractual provisions to ensure they are non-discriminatory.	Director of General Services	Accomplished
A8. The Equal Employment Opportunity Officer shall serve as a consultant to the College negotiating team in the negotiation of labor contracts.	EEOO	Immediate and continuing
A9. The College will publish articles on EEO Programs, progress reports, promotions, etc., of minority and female employees in College publications.	Office of Public Relations	Immediate and continuing
A10. When employees are featured in College advertising, employee handbooks or similar publications both minority and non-minority men and women, will be pictured.	Office of Public Relations Personnel	Immediate and continuing
A11. The College will inform all recruiting sources verbally and in writing of its policy and stipulate that these sources actively recruit and refer minorities, and women for all positions listed.	EEO, Personnel, Office of the Dean of the College, Dean of Pre-College Programs	Immediate and continuing
A12. Written notification of College policy shall be sent to all firms, subcontractors, vendors, suppliers.	Business Office	30 June 1974

Dissemination of Policy

	Action	Responsibility	Target Date
A13.	The identity of the Equal Employment Opportunity Officer shall appear on all official internal and external publications on the College's Equal Opportunity programs.	EEOO, Office of Public Relations Business Office	Immediate and continuing
A14.	The College shall maintain and use up-to-date program literature from other sources to keep administrators and supervisors aware of current EEO developments.	EEOO	Immediate and continuing
A15.	The EEO Officer shall meet with supervisors and administrators as necessary to re-emphasize the need for continuing sensitivity to the goals of Equal Employment Opportunity and the need for positive action in Equal Employment Opportunity.	EEOO	Immediate and continuing

ADMINISTRATION OF
THE AFFIRMATIVE ACTION PLAN

Problem

Gallaudet College needs to assure that all organizational units reflect a uniform position and consistent implementation of the Affirmative Action Plan and that its goals are aggressively pursued.

Goals

To establish procedures for the effective implementation of the Gallaudet Affirmative Action Policy as stated at the beginning of this plan.

B. ADMINISTRATION AND MONITORING OF EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION PROGRAM

	Action	Responsibility	Target Date
B1.	The President will appoint an Aide to the President for Equal Employment Opportunity, directly responsible to the President, and with institution-wide responsibility for monitoring implementation, reporting on and evaluation of the Equal Employment Opportunity/Affirmative Action Program.	President	Accomplished
B2.	The President will appoint an Affirmative Action Advisory Committee	President	31 January 1974
B3.	Affirmative Action Advisory Committee will meet quarterly to advise the President of EEO problems, disseminate information, monitor the Affirmative Action Plan, provide recommendations, periodic evaluations and modifications of the Plan, and other responsibilities as described.	EEOO	30 March 1974 and continuing
B4.	An annual review of Affirmative Action Plan for problem identification and recommended solutions with reports to be made to the President. The review shall include an examination of the percentage of minorities, and women by job category.	EEOO, Affirmative Action Advisory Committee	30 June each year
B5.	A report will be made to the President on the progress and/or deficiencies of the Affirmative Action Plan.	EEOO	30 June each year
B6.	A position and salary review will be maintained to ensure that all job descriptions are accurate, positions are appropriately graded and classified and titled without regard to race, color, sex, religion, or national origin.	Personnel Office, Dean of the College, Dean of Pre-College Programs	30 June each year

Administration and Monitoring

Action	Responsibility	Target Date
B7. Where discrepancies are discovered by the review, adjustments will be made to bring positions, grade and salary into line.	Personnel Office, Dean of the College, Dean of Pre-School Programs	Immediate and continuing
B8. An annual review of projected Gallaudet College personnel needs will be made and results publicized to inform employees of: (1) projected job openings in the coming year, the qualifications required for these positions; (2) the future promise of these positions; (3) how qualifications can be fulfilled. Interim updates to this report during the year will be made as program changes dictate.	Personnel, All Unit Administrators	1 February each year
B9. A fully computerized system of employee data shall be developed to provide for timely, systematic collection, maintenance, and analysis of statistical data on employment.	Director of General Services	In Progress
B10. An employee survey will be made to identify underutilized, non-utilized skills now available.	Personnel, Dean of the College Dean of Pre-College Programs	In Progress
B11. Information from employee survey will be computerized and updated semi-annually.	Personnel, Dean of the College Dean of Pre-College Programs	In Progress
B12. Policy regarding student employment shall be examined to assure that conditions of employment of students are in compliance with Equal Employment Opportunity guidelines.	Dean of Students, Personnel Office	30 June 1974
B13. An effective liaison system will be established between employees and management through which employee problems relating to Equal Employment Opportunity and Affirmative Action can rapidly be brought to the attention of the appropriate staff for resolution.	EEOO, Affirmative Action Advisory Committee	Immediate and continuing

Administration and Monitoring

Action	Responsibility	Target Date
B14. Periodic meetings of the Affirmative Action Advisory Committee will be held when advised by the President or the Committee.	EEOO, President	Immediate and continuing
B15. Grievances involving alleged discriminatory practices will be properly channeled through the appropriate grievance procedure.	EEOO	Immediate and continuing
B16. The Affirmative Action Plan will be made part of the official operating procedures. As changes are made in the Plan, updated versions will be provided.	EEOO, Business Office	February 1974 and continuing

REPORTING AND EVALUATION

Problem

The need for structure, procedures and appropriate maintenance to assure that the Affirmative Action Plan will be implemented and its goals and timetables met.

Goals

To assure that (1) progress is made toward achieving Affirmative Action goals, (2) the goals and activities are directed at real problems, and (3) procedural aspects of the Plan are simplified, standardized and effective.

C. REPORTING & EVALUATION

	Action	Responsibility	Target Date
C1.	An annual report will be made of minority and women employees to assess progress. Tabulations will be made of promotions to higher grade levels by organizational units to ascertain progress. (See B4)	Affirmative Action Advisory Committee	June 1974
C2.	Regular (quarterly) reports will be made on types of EEO problems and to identify recurring problem areas for which solutions should be considered. (See B3)	EEOO, Affirmative Action Advisory Committee	March 1974, and continuing
C3.	A regular report (frequency dependent upon the type of activity) will be made of all activities specified in the Affirmative Action Plan. Problem areas will be identified and solutions proposed will be incorporated in the Plan.	EEOO	March 1974 and continuing
C4.	Reports on progress and problems will be submitted to the President as required. (See B4, B5)	EEOO, Affirmative Action Advisory Committee	As required
C5.	All employees of the College shall be informed of the progress of the Affirmative Action Plan through distributing and publicizing information at all levels of the College in staff, faculty meetings and similar type gatherings.	Affirmative Action Advisory Committee, Supervisors, EEOO	March 1974, and continuing

TRAINING AND DEVELOPMENT

Problems

Career ladders within job series and the opportunities to move laterally into better jobs with greater upward mobility need to be more clearly defined.

Supervisors need to develop a sensitivity to the effect their actions or lack of actions have on their employees, especially as they relate to equal employment.

Goals

To develop career ladders and alternate patterns for upward mobility.

To develop within all supervisors a heightened sensitivity to equal employment opportunity and the objectives of this Affirmative Action Plan. To increase and refine the human relations skills of supervisors, managers.

D. TRAINING AND DEVELOPMENT PROGRAMS

	Action	Responsibility	Target Date
D1.	Special training opportunities will be developed and presented as required (and feasible) to promote the achievement of upward mobility outlined in this plan.	Personnel, Dean of the College, Dean of Pre-College Programs	Immediate and continuing
D2.	A one-day conference on equal employment opportunity affirmative action shall be held for unit administrators, department chairmen, and budget unit heads by invitation of the President. A half-day conference shall be held annually after the initial conference.	EEOO, Faculty Welfare Committee, Personnel, Dean of Pre-College Programs, Dean of the College	30 June 1974
D3.	A training program for supervisors in the areas of developing supervisory techniques such as, employee counseling, handling grievances and responsibility and role for affirmative action shall be held annually.	Personnel, EEOO	September 1974
D4.	Newly hired supervisors will be required to take such training within three months of assumption of their duties.	Personnel	January 1974 as required
D5.	Follow-up courses, based on an assessment of the success of initial training, will be conducted. An assessment will also be made of the need for related types of supervisory training and serve as a technical resource for supervisory problems.	Personnel	January 1974
D6.	All supervisory and management training courses will include a unit on EEO roles and responsibilities.	Personnel	September 1974

Training and Development

	Action	Responsibility	Target Date
D7.	A training conference shall be held for members of the Affirmative Action Advisory Committee.	EEOO	30 March 1974
D8.	An orientation program for all new employees --faculty, staff, and students will include EEO and the Affirmative Action Plan.	Personnel, EEOO	In Progress
D9.	College publications, On the Green and Gallaudet Today will include periodic items about training opportunities.	Office of Alumni and Public Relations	30 January 1974
D10.	A viable and meaningful program of "Upward Mobility" with career ladders and alternate patterns for advancement will be developed as an incentive to employees to seek career growth and increased responsibility. It shall include an inventory of skills and capabilities of every employee, and an efficient method of ensuring that all eligible employees are aware of training and career development opportunities.	Personnel	1 January 1975
D11.	A periodic review will be made of the number of types of employees who have taken advantage of training opportunities, follow-up on job advancements gained by them, and assessment of potential for continuing career development.	Affirmative Action Advisory Committee	30 March 1974
D12.	All employees will be given an opportunity for career development counseling by their supervisor at least once a year with additional opportunities optional.	All Supervisors, EEOO	30 January 1974

	Action	Responsibility	Target Date
D13.	Each screening committee shall meet to review the EEO guidelines and the goals of the College Affirmative Action Plan prior to screening any applicants.	Appropriate Administrative Official, EEOO	Immediately
D14.	The EEOO shall meet with supervisors and panels participating in the grievance procedure to advise them of EEO guidelines and to develop a sensitivity to the nature of discrimination.	EEOO	Immediately

RECRUITMENT

Problems

Gallaudet College employs minority group members and women. However, a concentration of minorities, and women exists in the work force at the GSE 5, 6, and 7 levels, and the instructor and assistant professor levels. Currently recruiting efforts have not expanded appreciably to reach those sources with a large number of minority group members or women. Recruiting of individuals of Spanish heritage has not reached a level of intensity commensurate with the employment needs of this population.

Goals

To increase and maintain minority and women employment in grades above the GSE 7 level and the rank of assistant professor level, so that employment is representative of the population of the recruitment and labor pool, through the establishment of recruitment procedures which will attract minorities and women.

E. RECRUITMENT

	Action	Responsibility	Target Date
E1.	Gallaudet College will actively engage in recruiting, searching for and helping minorities and women to compete effectively for positions at Gallaudet College so that minorities and women are, in fact, equal in their chances for employment.	Personnel	Immediate and continuing
E2.	A talent search for minorities and women will be made annually to tie into forecasts of Gallaudet College needs.	Personnel/All of Gallaudet College	1 June 1974
E3.	A summary of hiring procedures will be available to all employees of the College and applicants.	Personnel, Dean of College, Dean of Pre-College Programs	1 June 1974
E4.	A skills file on applicants not accepted for employment will be maintained and computerized to provide a resource for recruitment.	Personnel	In Progress
E6.	Job opportunities will be posted on campus as well as advertised through appropriate professional journals, job registries and the public media.	Personnel, Dean of College, Dean of Pre-College Programs	In Progress
E6.	The public media that caters largely to minority groups and women will be used to advertise the availability of jobs. Special publicity designed for the Spanish heritage community will be developed, primarily for work-training and entry level positions.	Personnel, Dean of College, Dean of Pre-College Programs	In Progress
E7.	In recruitment advertisement no sex preference will be stated unless it is proven to be a bonafide occupational qualification. Advertisement for positions will be placed only in columns marked "Help Wanted--Male/Female".	Dean of College, Director of Pre-College Programs, Personnel	In Progress

	Action	Responsibility	Target Date
E8.	The channel of recruitment of minorities and women will be (a) Gallaudet employees; (b) advertisements in appropriate professional journals and job registries; (c) unsolicited applications or inquiries; (d) women teaching at predominantly women's colleges, minorities at predominantly minority colleges; (e) minorities and women, professionally engaged in non-academic positions, such as industry, government, law firms, hospitals; (f) professional women and minorities working at independent research institutions and libraries; (g) professional minorities and women, who have received significant grants for professional recognition; (h) women and minorities already at the institution and elsewhere working in research or other capacities not on the academic ladder; (i) minorities and women graduate degree recipients from Gallaudet's own graduate school and from other institutions who are not presently using their professional training; (j) women and minorities presently candidates for graduate degrees at Gallaudet College and elsewhere who show promise of outstanding achievement; (k) minorities and women listed in relevant professional files, registries and data banks. (Aids to expanded recruitment may be found in Appendix B)	Personnel, Dean of College, Director of Pre-College Programs	In Progress
E9.	Each faculty department and the Non-Faculty Personnel Office will show evidence that in its recruitment it has followed the appropriate channels of recruitment and each screening committee shall submit its final recommendation in writing with supporting data. No offers of employment will be made until the Office Non-Faculty Personnel, or Dean of the College, or the Dean of Pre-College Programs, or other appropriate Dean, and the EEO Officer have been satisfied that good faith search efforts have been made to secure applicants who are minorities or women and that the EEO guidelines have been followed in hiring.	Unit Administrators, EEOO	Immediately

Action	Responsibility	Target Date
E10. Screening or interview committees for management and faculty level positions will include women and minorities where possible.	Dean of College, Dean of Pre-College Programs, Personnel	Immediately
E11. Where deviation from EEO guidelines and the Affirmative Action Plan exists, the President will review the recommendations of the Unit Administrator and the EEOO to satisfy himself or herself that the screening process has not denied fair and equitable treatment to any candidate, and that each committee has observed the established goal of the College to hire and promote minorities and women.	President	Immediately
E12. Recruitment for any non-faculty position will be prohibited until a position description and classification are on file in the Office of Non-Faculty Personnel. This prohibition will include all permanent, part-time or full-time, and all temporary positions both full-time and part-time, with the exception of contract help from temporary supply agencies external to the College.	Personnel	Immediately
E13. Each faculty department of the College shall report to Committee A its appointment standards which shall include a list and resumes of all individuals who were screened for a position and a copy of any published announcements of required qualifications for a vacancy.	Committee A	Immediately

Recruitment

	Action	Responsibility	Target Date
E14.	MSSD, Kendall, and Non-Faculty Personnel shall develop a system of reporting appointment standards which will include a list of resumes of individuals screened for positions and a copy of any published announcements of required qualifications for a vacancy.	Dean of Pre-College Programs Personnel	1 June 1974
E15.	The College shall adopt an institution-wide policy on nepotism which permits close relatives to work in the same department or unit without prejudice, providing that both are qualified for positions held and that neither participates in employment decisions about the other.	Board of Directors	May 1974
E16.	See B8.		

PROMOTION

Problem

Promotion practices and opportunities within each unit of Gallaudet College must be uniform. Every employee--faculty and non-faculty--must be aware of the basis on which he or she is evaluated or can earn a promotion. There should be written instructions and guidelines of the evaluation process and a clearly established criteria for the evaluation.

Goals

To establish a uniform system for evaluating the performance of employees in like or similar positions and comparable grades or rank.

F. PROMOTION AND SELECTION

Action	Responsibility	Target Date
F1. Each non-faculty employee will receive an updated job description for the position he/she currently occupies to assure that he/she is aware of the requirements of the job and has a basis for self-assessment. (See B-6)	Personnel, All Supervisors	30 March 1974
F2. Each faculty member shall receive a copy of the evaluation procedure and criteria within a department for appointments, merit increases, promotions, reappointments, non-reappointments, and tenure.	Dean of College, Dean of Pre-College Programs	In Progress
F3. The College will develop a Wage and Salary Manual which will include performance criteria for all non-faculty positions and distribute performance criteria to all non-faculty.	Personnel	February 1974
F4. Opportunities will be provided to monitor and assess criteria to assure that they are valid and are equally applied. (See B4, B6)	Personnel, EEOO	Annually
F5. Supervisors will confer with employees at least once annually to discuss career development. (See D12)	All Supervisors	30 January 1974
F6. An examination of the placement of individuals within a department or budget unit will be made to assure that minority groups, females and deaf have had equal opportunity for advancement and that concentrations of minorities and females do not reflect discriminatory practices. (See B4)	Department Chairmen, Budget Unit Heads	30 June 1974 and continuing

Action	Responsibility	Target Date
F7. A periodic review of the assignment (teaching load, class assignment, committee membership) of individuals within a department will be made to determine that no patterns of discrimination exist.	Department Chairmen, Director Pre-College Programs	30 June 1974
F8. The College will revise its grievance policy to include (1) protection of an employee from recrimination; (2) the opportunity for an employee to be heard by a group consisting of employees, supervisors and/or administrators not directly involved with the grievance, if the grievance is not resolved by the current chain of action; and (3) the function of the EEOO to advise supervisors and panels participating in the grievance procedure of the EEO guidelines and to develop a sensitivity to the nature of discrimination.	Board of Directors	March 1974

EMPLOYMENT

Problem

Gallaudet College needs to be more representative of the minority and female communities as a percentage of the recruitment and labor pools.

Goals

To establish numerical goals and timetables for hiring minorities and females on the faculties of the College and in non-faculty positions through viable and realistic goals representative of the minority and female recruitment and labor pool.

G. EMPLOYMENT

	Action	Responsibility	Target Date
G1.	The Graduate Faculty will develop a set of numerical goals with timetables for hiring minorities and women.	Dean of Graduate College, Faculty of Graduate College	1 June 1974
G2.	The Kendall Demonstration Elementary School faculty will develop a set of numerical goals with timetables for hiring minorities and women.	Director of KDES, Faculty of KDES	1 June 1974
G3.	The Model Secondary School for the Deaf faculty will develop a set of numerical goals with timetables for hiring minorities and women.	Director of MSSD, Faculty of MSSD	1 June 1974
G4.	The Undergraduate Faculty will develop a set of numerical goals with timetables for hiring minorities and women.	Dean of College, Faculty of College, Committee A	1 June 1974
G5.	The Office of Non-Faculty Personnel will develop a set of numerical goals with timetables for hiring minorities and women.	Personnel, Unit Administrators	1 June 1974
G6.	The EEOO will serve as a consultant to the Faculties of the Graduate and Undergraduate Colleges, KDES, MSSD and the College Personnel Office in the development of specific equal opportunity goals for each unit.	EEOO	Immediately

COMMUNITY RELATIONS

Problem

Gallaudet College needs to demonstrate its commitment to equal opportunity to to the community as a member of the community and employer of its residents.

Goal

To establish Gallaudet as an active participant and citizen within the community in which it is located and to provide support for it.

H. COMMUNITY RELATIONS

	Action	Responsibility	Target Date
H1.	The College shall support and participate in activities of such groups as the District of Columbia Commission on the Status of Women, the joint activities of the Affirmative Action Officers of the Consortium of Universities and the District of Columbia Commission on Human Rights.	EEOO	In Progress
H2.	The College will make available its facilities to neighborhood groups in accordance with established policy on use of facilities.	Dean of Student Affairs	In Progress
H3.	The College, specifically the President, the Vice President for Planning and Public Service and a student appointed by the President of the Student Body, shall initiate meetings not less than twice a year with representatives of community organizations to explore ways in which the College can participate.	EEOO	30 June 1974
H4.	The College will undertake an active, systematic program of public school relations, such as a cooperative education program.	EEOO, Director of Continuing Education, Director of Office of Public Services, etc.	In Progress
H5.	Opportunities for involvement in community activities, e.g. members of Boards of private agencies, tutors, other volunteer opportunities etc., will be identified and publicized to entire staff.	Affirmative Action Advisory Committee	30 June 1974 and continuing

UNDERGRADUATE FACULTY GUIDELINES ON EQUAL EMPLOYMENT OPPORTUNITY

INTRODUCTION

1 March 1973

The national trend in human relations has been toward non-discrimination and equal employment opportunity in all areas. Accordingly, we at Gallaudet College have a moral and intellectual obligation to do our share to eliminate any vestiges of discriminatory practices within the college community.

In view of recognizing its responsibility to make sure that no discrimination on grounds of race, color, religion, sex, or national oriigin occur within departments of instruction, Committee A has developed a set of guidelines, goals and timetables, hereafter called UGF Guidelines on Equal Employment Opportunity. The guidelines, based on the HEW Higher Education Guidelines, will be included as a part of the affirmative action program which is prepared by the College President's Committee on Equal Employment Opportunity.

Committee A pledges to cooperate with the President's Committee on EEO in achieving the goals of the affirmative action for eliminating discrimination.

The percentages of women and minorities in areas such as academic rank, recruitment, salary, are too low regardless of whether or not actual discrimination has existed. In addition to its goals and timetables (see p.8) Committee A plans to increase these percentages by urging departments of instruction:

1. to make serious efforts to recruit women or minority persons for a vacant or new position;
2. to review salaries, ranks, teaching loads and work assignments of faculty members.

The UGF Guidelines on EEO are provided to insure that no discrimination on any grounds, whether intended or unintended, will occur again in the future.

The UGF Guidelines on EEO include several areas such as recruitment, hiring, grievance procedure. Other areas (promotion, reappointment, merit increase, leave policies) are covered in the UGF Guidelines.

RECRUITMENT

1. Recruitment procedures utilized by all departments of instruction, must adhere closely to the HEW Higher Education Guidelines which specifically stress that qualified women and minorities must be recruited by colleges as actively as white males have been in the past.
2. Job opportunities or openings must be posted on campus as well as advertised through professional journals and job registries within academic disciplines.

3. The following channels or recruitment, as outlined in HEW Higher Education Guidelines, are suggested herewith to guide Departments in complying with the law:

   a. advertisements in appropriate professional journals and job registries;

   b. unsolicited applications or inquiries;

   c. women teaching at predominantly women's colleges, minorities at predominantly minority colleges;

   d. minorities or women professionally engaged in non-academic positions, such as industry, government, law firms, hospitals;

   e. professional women and minorities working at independent research institutions and libraries;

   f. professional minorities and women who have received significant grants or professional recognition;

   g. women and minorities already at the institution and elsewhere working in research or other capacities not on the academic ladder;

   h. minority and women doctoral recipients, from the contractor's own institutions, who are not presently using their professional training;

   i. women and minorities presently candidates for graduate degrees at the institution and elsewhere who show promise of outstanding achievement (some institutions have developed programs of support for completion of doctoral programs with a related possibility of future appointment);

   j. minorities and women listed in relevant professional files, registries and data banks, including those which have made a particularly conscientious effort to locate women and minority persons;

   k. announcements posted simultaneously with other publications of the position opening, within the recruiting Department and also in appropriate places on campus designated for this purpose, until the position is filled.

4. Every department must show evidence that it has contacted various sources such as women caucuses, black and other caucuses, predominantly women's colleges, predominantly minority colleges, etc.

5. Recruitment procedures must provide a full description of position qualifications and responsibilities and include adequate notice of deadlines for applying for said position(s).

6. Committee A will assist the various departments with information on EEO policies whenever requested to do so.

7. Committee A will be responsible for reviewing the recruiting procedures used and the applications received by departments to determine only that no discrimination was effected in the recruiting process.

TRAINING

All in-service workshops and/or training programs sponsored by the college administration for the purpose of 1) upgrading professional skills within the various disciplines, and/or 2) improvement of teaching or research activities on this campus, shall be open to all interested persons outside specific disciplines as well as to those within.

HIRING

Every department is required to report its standards regarding appointments to Committee A. Reports on such standards must be kept up-to-date.

All departmental requests for appointments must be accompained by the following data:

1. A list and resumes of individuals who were screened for a position. This list should include any data that may subsequently become available, especially for the person for whom the appointment is requested, on race, color, religion, sex, or national origin.
2. A copy of published announcement of required qualifications for a vacancy.

PLACEMENT, JOB CLASSIFICATION, AND ASSIGNMENT

1. The chairman must examine carefully the placement of individuals within the department to be certain that qualified women or minorities are not "clustered" in positions of lower pay or where there is less opportunity for advancement, as compared with the placement of non-minority males.
2. Requirements for a position and a description of duties must be available This should include the average teaching load of a department member and the policy on released time. Where duties and qualifications are the same, there can be no separate classification depending on race, color, religion, sex, or national origin.
3. The chairman must periodically review the assignment (teaching load, class assignment and the opportunity to serve on departmental committees) of individuals within the department to ascertain that patterns of discrimination do not develop within the department.

GRIEVANCE PROCEDURE

The Federal Equal Employment Opportunity Commission has jurisdiction over individual complaints of discrimination by academic as well as non-academic employees of educational institutions. Class complaints, groups of individual complaints, or other information which indicated possible institutional patterns of discrimination (as opposed to isolated cases) will be subject to investigation by the

Office for Civil Rights. In such cases, retrospective relief for individuals within such classes or groups will, however, remain within the jurisdiction of the Federal Equal Employment Opportunity Commission.

If a faculty member has reason to believe that in reappointment, promotion compensation, etc., he has been discriminated against on grounds of race, color, religion, sex, or national origin, he may:

1. follow the normal grievance procedure (see Article V.4 in the By-Laws)
2. use legal services through a lawyer, court, or professional and other organizations
3. report to the appropriate Federal agency.

RESPONSIBILITY FOR IMPLEMENTATION

Committee A shall be responsible for the implementation of the UGF Guidelines on Equal Employment Opportunity. Since these guidelines are based on the HEW Higher Education Guidelines, Committee A shall revise the UGF Guidelines on Equal Employment Opportunity from time to time, depending on revisions as issued by HEW or other Federal agencies. The UGF Guidelines on Equal Employment Opportunity are subject to approval by the Board of Directors.

Committee A shall ascertain that every department or unit follows the UGF Guidelines. The Dean and department or unit head shall keep the following basic data on each individual with a faculty rank:

1. Name
2. Sex
3. Ethnic identification ("Black," "Spanish-American," "Oriental-American, "White," and "Other")
4. Year or date of birth, or age
5. Current salary (full-time annual equivalent)
6. Teaching or research status
7. Current academic rank
8. Personnel action resulting in current academic rank (initial appointment, promotion, transfer)
9. Date of personnel action resulting in current academic rank (years in current rank)
10. Previous academic ranks
11. Employment status (full-time, part-time, tenured, non-tenured, etc.)
12. Academic qualifications (degrees, diplomas, etc.)
13. Organizational unit where employed
14. Date of appointment

GOALS AND TIMETABLES

According to the UGF Guidelines, every faculty member must have a) academic competence, b) competence in the simultaneous method, c) competence as a departmental and faculty member, and d) scholarly competence. The UGF Guidelines provide a clear description of these qualifications and a procedure for evaluating them for reappointment, merit increase, promotion, tenure, etc.

Since instruction is our primary concern, we must constantly improve teaching quality at Gallaudet College. For this reason, we must maintain high standards for initial appointment, reappointment, promotion, tenure, etc. However, we can--and will--recruit women and minority persons without sacrificing or lowering such teaching quality. We must simply improve our recruitment procedure and eliminate discrimination on the grouds of sex, color, religion, race, or national origin in all the areas such as salary distribution, promotion, merit increase, tenure, etc.

In order to complete this plan, we present a set of goals and timetables here:

1. Begin the implementation of the UGF Guidelines on Equal Opportunity by March, 1973.
2. Circulate in spring, 1973, a memorandum urging department chairmen to review the work assignment of individuals within the department.
3. Urge department chairmen to review in spring, 1973:
    a) individual salaries and make a report or such recommendations that there will be no discrimination in the salary distribution among the members within the department.
    b) the academic ranks of individuals within the department and make, if necessary, recommendations.
4. Raise the percentages of minority persons and women; the percentages of minorities and women among the UGF at Gallaudet College should be comparable to those among the total number of persons with graduate degrees in the U.S. within ten years.
5. Request the Dean to provide Committee A with data on UGF members (salary and rank distributions by sex, race, color, and national origin) by February 1 every year for analyses.
6. Evaluate the effectiveness of UGF Guidelines on EEO in spring, 1974, and revise the Guidelines on EEO if necessary.

UTILIZATION ANALYSIS

AND

GOALS AND TIMETABLES

DISTRIBUTION OF GALLAUDET COLLEGE FACULTY

BY RANK

FEBRUARY 1974

	Minority Males		Minority Females		Caucasian Females		Total	
	#	%	#	%	#	%	#	%
Professor	2	7.4			1	3.7	27	100
Associate Professor	2	3.3	1	1.64	21	35.5	59	100
Assistant Professor	1	1.9	2	3.8	20	38.4	52	100
Instructor	2	4.6			28	66.6	42	100
Total	7	3.8	3	1.6	70	38.8	180	100

DISTRIBUTION OF MSSD FACULTY

FEBRUARY 1974

	Minority Male		Minority Females		Caucasian Females		Total	
	#	%	#	%	#	%	#	%
Total	2	3	7	10.5	29	45	65	100

46

DISTRIBUTION OF MSSD ADMINISTRATIVE STAFF

FEBRUARY 1974

	Minority Males		Minority Females		Caucasian Females		Total	
	#	%	#	%	#	%	#	%
Top Management							7	100
Middle Management					3	43	7	100
Total					3	21	14	100

DISTRIBUTION OF KENDALL FACULTY

BY RANK

FEBRUARY 1974

	Minority Males		Minority Females		Caucasian Females		Total	
	#	%	#	%	#	%	#	%
Professor							1	100
Associate Professor			1	17	3	50	6	100
Assistant Professor	1	10	1	10	6	60	10	100
Instructor	1	3	8	22	17	47	36	100
Total	2	4	10	19	26	49	53	100

NON-FACULTY PERSONNEL

BY CATEGORY

1974

	Minority Males		Minority Females		Caucasian Females		Total	
	#	%	#	%	#	%	#	%
Managers and Administrators			1	4	3	11	26	100
Professional and Technical	10	8	8	6	61	48	127	100
Clerical	7	5	37	28	75	57	131	100
Craftsmen	5	27					18	100
Laborers	7	87					8	100
Service Workers	33	51	20	31	1	1	64	100
Total	62	18	66	19	140	42	374	

DISTRIBUTION OF GALLAUDET COLLEGE NON-FACULTY PERSONNEL BY G.S. EQUIVALENT

GSE	MINORITY MALES		MINORITY FEMALES		CAUCASIAN FEMALES		TOTAL EMPLOYEES	
	#	%	#	%	#	%	#	%
2	-		1	100	-		1	100
3	1	25	2	50	1	25	4	100
4	7	25	8	28	11	39	28	100
5	4	9	13	28	25	54	46	100
6	12	35	13	20	24	38	64	100
7	8	14	9	16	22	39	56	100
8	2	6	3	9	19	54	35	100
9	4	11	-		15	43	35	100
10	2	9	-		8	36	22	100
11	-		1	6	10	56	18	100
12	-		-		2	25	8	100
13	-		-		1	9	11	100
14	-		-		-		4	100
15	-		-		-		3	100
16	-		-		-		1	100
W3								
2	17	50	17	50	-		34	100
3	2	100	-		-		2	100
4	1	100	-		-		1	100
5	-		1	100	-		1	100
Total	60	16	68	18	138	37	374	100

AVAILABILITY

Minorities - 5 Years or More of College

	Blacks & Others*	Blacks	Others
Total	280**	162	118
Male	159	82	77
Female	121	79	42
Percent			
Total	5%***	3%	2%
Male	3%	1.6%	1.5%
Female	2%	1.5%	.08%

---

*14 years and over with 5 years or more of college
** Number in thousands
*** Total people 14 years and over with 5 years or more of college-5,255,000

Source:
Current Population Reports, Series P-20, No. 229, December 1971
Population Characteristics - U.S. Bureau of the Census

AVAILABILITY

Caucasian Women - 5 Years or More of College

	Caucasian Women
Total	1491**
Percent	28%***

---

* 14 years and over with 5 years or more of college
** Number in thousands
*** Total people 14 years and over with 5 years or more of college - 5,255,000

Source:
Current Population Reports, Series P-20, December 1971
Population Characteristics - U.S. Bureau of the Census

AVAILABILITY

Minorities - 4 Years of College*

	Blacks & Others*	Blacks	Others
Total	508**	371	137
Male	241	168	73
Female	267	203	64

Percent			
Total	6%	4%	2%
Male	3%	2%	1%
Female	3%	2%	1%

*14 years and over with 4 years of college
**Number in thousands
***People 14 years and over with 4 years of college - 9,027,000

Source:
Current Population Reports, Series P-20, December 1971
Population Characteristics - U.S. Bureau of the Census

AVAILABILITY

Caucasian Women - 4 Years of College*

Caucasian Women

Total	3914**
Percent	43***

---

* 14 years and over with 4 years of college
** Number in thousands
*** Total people 14 years and over with 4 years of college - 9,027,000

Source:
Current Population Reports, Series P-20, December 1971
Population Characteristics - U.S. Bureau of the Census

AVAILABILITY STATISTICS
WASHINGTON, D.C. SMSA
BUREAU OF LABOR STATISTICS

15 February 1974

Occupational Category	Minority Male	 Female	Caucasian Male	 Female	Total Male	 Female
Managers, Officials, etc.	11,000	5,000	98,000	19,000	109,000	24,000
Professional and Technical	21,000	27,000	164,000	81,000	185,000	108,000
Sales Workers	4,000	3,000	38,000	31,000	42,000	34,000
Clerical	29,000	55,000	44,000	165,000	73,000	220,000
Crafts, Foremen	23,000	2,000	83,000	3,000	106,000	5,000
Operatives	6,000	7,000	15,000	6,000	21,000	13,000
Laborers	17,000	-	18,000	-	35,000	-
Service Workers	32,000	43,000	43,000	49,000	75,000	92,000

AFFIRMATIVE ACTION UNIT: Graduate and Undergraduate
JOB CATEGORY: Faculty
TOTAL CURRENT POSITIONS: 180

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	4	2	39
2. % Availability	3	2	28
3. % Underutilization for Each (#2 - #1 = #3)	--	0	--
4. Numerical Goals (new needed) (#total employees x #3 = #4)	0	0	0
5. Current Number of Employees by Group	7	3	70
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	7	3	70
7. Projected Annual Vacancies 16 (turnover + expansion - contraction)			
TIMETABLES * (Number in Workforce)			
1974**	7	3	70

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: MSSD
JOB CATEGORY: Faculty
TOTAL CURRENT POSITIONS: 65

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	3	11	45
2. % Availability	3	2	28
3. % Underutilization for Each (#2 - #1 = #3)	0	--	--
4. Numerical Goals (#total employees x #3 = #4)	0	0	0
5. Current Number of Employees by Group	2	7	29
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	2	7	29
7. Projected Annual Vacancies - (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974**	2	7	29

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: MSSD
JOB CATEGORY: Administrators
TOTAL CURRENT POSITIONS: 14

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	0	0	22
2. % Availability	3	2	28
3. % Underutilization for Each (#2 - #1 = #3)	3	2	6
4. Numerical Goals (new needed) (#total employees x #3 = #4)	1	1	1
5. Current Number of Employees by Group	0	0	3
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	1	1	4
7. Projected Annual Vacancies 6 (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974**	1	1	4

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: KDES
JOB CATEGORY: Instructor
TOTAL CURRENT POSITIONS: 36

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	3	22	47
2. % Availability	3	3	43
3. % Underutilization for Each (#2 - #1 = #3)	--	--	--
4. Numerical Goals (new needed) (#total employees x #3 = #4)	0	0	0
5. Current Number of Employees by Group	1	8	17
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	1	8	17
7. Projected Annual Vacancies 12 (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974**	1	8	17

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: KDES
JOB CATEGORY: Assistant Professor
TOTAL CURRENT POSITIONS: 10

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	10	10	60
2. % Availability	3	2	28
3. % Underutilization (#2 - #1 = #3)	--	--	--
4. Numerical Goals (new needed) (#total employees x #3 = #4)	0	0	0
5. Current Number of Employees by Group	1	1	6
6. Minimal Goals (#4 + #5 = #6)	1	1	6
7. Projected Annual Vacancies 2 (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974**	1	1	6

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: KDES
JOB CATEGORY: Associate Professor
TOTAL CURRENT POSITIONS: 6

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	0	17	50
2. % Availability	3	2	28
3. % Underutilization for Each (#2 - #1 = #3)	3	-	-
4. Numerical Goals (New Needed) (#total employees x #3 = #4)	1	0	0
5. Current Number of Employees by Group	0	1	3
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	1	1	3
7. Projected Annual Vacancies 2 (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974**	1	1	3

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: KDES
JOB CATEGORY: Professor
TOTAL CURRENT POSITIONS: 1

		Minority Male	Minority Female	Caucasian Female
1.	% at Gallaudet	0	0	0
2.	% Availability	3	2	28
3.	% Underutilization (new needed) (#2 - #1 = #3)	3	2	28
4.	Numerical Goals	**	**	**
5.	Current Number of Employees by Group			
6.	Minimal Goals (total in workforce) (#4 + #5 = #6)			
7.	Projected Annual Vacancies 0 (turnover + expansion - contraction)			
	TIMETABLES* (Number in Workforce)			
	1974***			

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

** This position was held by former Director of KDES. The position has been transferred to the Associate Professor category as of 1 July 1974. Because a zero balance in annual vacancies, no further calculations were made.

***Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: Non-Faculty
JOB CATEGORY: Managers & Administrators
TOTAL CURRENT POSITIONS: 26

	Minority Male	Minority Female	Caucasian Female
1. % at Gallaudet	0	4	11
2. % Availability	8	4	14
3. % Underutilization for each (#2 - #1 = #3)	8	0	3
4. Numerical Goals (new needed) (#total employees x #3 = #4)	2	0	1
5. Current Number of Employees by Group	0	1	3
6. Minimal Goals (total in workforce) (#4 + #5 = #6)	2	1	4
7. Projected Annual Vacancies 4 (turnover + expansion - contraction)			
TIMETABLES* (Number in Workforce)			
1974	1	1	4
1975**	2	1	4

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: Non-Faculty
JOB CATEGORY: Professional & Technical
TOTAL CURRENT POSITIONS: 127

		Minority Male	Minority Female	Caucasian Female
1.	% at Gallaudet	8	6	48
2.	% Availability	7	9	28
3.	% Underutilization for Each (#2 - #1 = #3)	--	3	--
4.	Numerical Goals (new needed) (#total employees x #3 = #4)	0	4	0
5.	Current Number of Employees by Group	10	8	61
6.	Minimal Goals (total in workforce) (#4 + #5 = #6)	10	12	61
7.	Projected Annual Vacancies 36 (turnover + expansion - contraction)			
	TIMETABLES*(Number in Workforce)			
	1974	10	10	61
	1975**	10	12	61

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: Non-Faculty
JOB CATEGORY: Laborers
TOTAL CURRENT POSITIONS: 8

		Minority Male	Minority Female	Caucasian Female
1.	% at Gallaudet	88	0	0
2.	% Availability	49	0	0
3.	% Underutilization for each (#2 - #1 = #3)	--	0	0
4.	Numerical Goals (new needed) (#total employees x #3 = #4)	0	0	0
5.	Current Number of Employees by Group	7	0	0
6.	Minimal Goals (total in workforce) (#4 + #5 = #6)	7	0	0
7.	Projected Annual Vacancies 0 (turnover + expansion - contraction)			
	TIMETABLES* (Number in Workforce)			
	1974**	7	0	0

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: Non-Faculty
JOB CATEGORY: Clerical
TOTAL CURRENT POSITIONS: 131

		Minority Male	Minority Female	Caucasian Female
1.	% at Gallaudet	5	28	57
2.	% Availability	10	19	56
3.	% Underutilization for each (#2 - #1 = #3)	5	--	--
4.	Numerical Goals (new needed) (#total employees x #3 = #4)	7	0	0
5.	Current Number of Employees by Group	7	37	75
6.	Minimal Goals (total in workforce) (#4 + #5 = #6)	14	37	75
7.	Projected Annual Vacancies 36 (turnover + expansion - contraction)			
	TIMETABLES* (Number in Workforce)			
	1974	10	37	75
	1975	13	37	75
	1976**	14	37	75

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: Non-Faculty
JOB CATEGORY: Service Workers
TOTAL CURRENT POSITIONS: 64

		Minority Male	Minority Female	Caucasian Female
1.	% at Gallaudet	51	31	2
2.	% Availability	19	26	29
3.	% Underutilization for each (#2 - #1 = #3)	--	--	27
4.	Numerical Goals (New Needed) (#total employees x #3 = #4)	0	0	17
5.	Current Number of Employees by Group	33	20	1
6.	Minimal Goals (total in Workforce) (#4 + #5 = #6)	33	20	18
7.	Projected Annual Vacancies 26 (turnover + expansion - contraction)			
	TIMETABLES* (Number in Workforce)			
	1974	33	20	4
	1975	33	20	8
	1976	33	20	12
	1977	33	20	16
	1978**	33	20	18

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

AFFIRMATIVE ACTION UNIT: Non-Faculty
JOB CATEGORY: Craftsperson
TOTAL CURRENT POSITIONS: 18

		Minority Male	Minority Female	Caucasian Female
1.	% at Gallaudet	28	0	0
2.	% Availability	21	2	3
3.	% Underutilization (for each) (#2 - #1 = #3)	--	2	3
4.	Numerical Goals (new needed) (#total employees x #3 = #4)	0	1	1
5.	Current Number of Employees by Group	5	0	0
6.	Minimal Goals (total in workforce) (#4 + #5 = #6)	5	1	1
7.	Projected Annual Vacancies 16 (turnover + expansion - contraction)			
	TIMETABLES* (Number in Workforce)			
	1974	5	0	1
	1975**	5	1	1

*Timetables are yearly projections based on current positions and availability. Annual review of timetables will be made to assure that they take into account any significant fluctuations in positions available and/or availability of minorities and women in the labor market.

**Year goal achieved for all groups.

RECRUITMENT RESOURCES

Black Readership Newspapers in the United States[1]

Alabama

Anniston Mirror, 1517 Cooper Avenue 36201 (2,140) W

Birmingham Baptist Leader, 1621 N Fourth Avenue 35210 W
Birmingham Mirror, 1517 N Fourth Avenue 35233 (14,400) W
Birmingham Times, 115 Third Avenue W 35233 (36,500) W
Birmingham World, 312 N 17th Street 35233 (2,800) SW

Huntsville Mirror, 203 Church Street 35801 (3,160) W

Mobile Beacon, 415 S Cedar Street 36601 (5,500) W

Montgomery Alabama Tribune, 123 Monroe Street 36104 (1,500) W

Sheffield Tri-Cities Mirror, 1013 E 18th Street 35660 (2,245) W

Tuskegee Tuskegeean, 1907 Washington Avenue 36088 (2,000)

Alaska

Anchorage Alaska Spotlight, P O Box 116 99501 (1,000) W

Arizona

Phoenix Arizona Sun, 4014 S Central Street 85040 (5,500) W
Phoenix Arizona Tribune, 2137 E Broadway 85040 (3,900) W

Arkansas

Little Rock Southern Mediator Journal, 9th at Arch Street 72201 (12,896)

California

Albany Black Times, P O Box 6253 94706 (45,820) W

---

[1] Order of citation is as follows: state and city of location, name of paper (generally add "The" to complete title), street address or box number, zip code, average circulation, and frequency of publication.
Frequency of circulation abreviations are W for weekly, M for monthly, SW for semi-weekly, and BW for biweekly.
Circulation figures taken from Directory of Newspapers, Magazines, and Trade Periodicals 1971 (N W Ayer and Sons), Editor and Publisher Year Book 1970, or estimated based upon a prior report. These circulation figures change from week to week and should only be used as a measure of relative size. All data checked and made as accurate as possible.

California (Cont)

Bakersfield Outlook, 700 E Brundage Lane 93307 (4,000)

Berkeley Post, 2973 Sacramento Street 94702 (30,000) W

Compton Western Advocate, 724 W Compton Boulevard 90220 (10,000)

East Palo Alto Peninsula Bulletin, (6,000)

Los Angeles California Eagle, 2101 W Vernon Avenue 90008 (27,500) W
Los Angeles Herald Dispatch, 1431 W Jefferson Boulevard 90016 (31,000) SW
Los Angeles News, 1530 W Florence Avenue 90047 (2,500)
Los Angeles Record, 7519 S Vermont 90044 (5,000)
Los Angeles Sentinel, 1112 E 43rd Street 90011 (38,612) W

Menlo Park Ravenwood Post, 640 Roble Avenue 94025 (6,300)

Oakland California Voice, 814 27th Street 94607 (16,000) W

Sacramento Observor, P O Box 209 95801 (7,410) W
Sacramento Outlook, 1715 8th Street 95814 (4,940) BW

San Bernardino American, P O Box 2734 92406 W

San Diego Lighthouse, 2652 Imperial Avenue 92102 (10,000) W

San Francisco California Voice, 814 27th Street 94131 (12,500)
San Francisco Independent, 1555 Turk Street 94115 (8,200) W
San Francisco Sun Reporter, 1366 Turk Street 94115 (8,614) W

Colorado

Denver Blade, 3224 Downing Street 80205 (10,000) W
Denver Star, 3401 Columbine Street 80205 (1,200) W

Delaware

Wilmington Defender, 1400 French Street 19801 (3,789) W

District of Columbia

Washington Afro-American, 1800 11th Street NW 20001 (5,251) SW
Washington Informer, 715 6th Street NW 20001 (24,000) W
Washington Observor, 711 Florida Avenue NW 20001 (15,000)

Florida

Fort Lauderdale Spur, P O Box 8727 33104 (1,700) W

Port Pierce Chronicle, 1521 Avenue D 33450 (9,879) W

Florida (Cont)

Jacksonville *Advocate*, 2307 Moncrief Road 32209 (6,400)
Jacksonville *Florida Star-News*, 2323 Moncrief Road 32209 (18,758) W
Jacksonville *Florida Tattler*, 918 W Union Street 32204 (16,500) W

Miami *New Florida Courier*, 14842 Robinson Street 33158 (15,835)
Miami *Star*, 738 NW Third Avenue 33136 (9,832)
Miami *Times*, 6740 NW 157th Street 33169 (17,800 W

Pensacola *Citizen*, 508 W Jackson Street 32501 W

Sarasota *Weekly Bulletin*, P O Box 2560 33578 (15,000) W

Tampa *News Reporter*, 1610 N Howard Avenue 32607 (7,800) W
Tampa *Florida Sentinel Bulletin*, 1151 Central Avenue 33602 (19,475) SW

West Palm Beach *Photo News*, 803 25th Street 33401 (2,370) W

Georgia

Albany *Southwest Georgian*, 517 Gordon Avenue 31701 (2,900) W

Atlanta *Daily World*, 210 Auburn Avenue NE 30303 (30,000) D
Atlanta *Inquirer*, 787 Parsons Street SW 30314 (27,258) W
Atlanta *Voice*, 953 Hunter Street NW 30314 (25,000) W

Augusta *Weekly Review*, 1540 12th Street 30901 (4,600) W

Columbus *News*, 1304 Midway 31901 (18,000) D

Savannah *Herald*, 808 Montgomery Street 31401 (3,106) W

Valdosta *Telegram*, P O Box 1433 31601 (10,000) W

Illinois

Champaign *Illinois Times*, 202 Ellis Avenue 61822 (1,500) BW

Chicago *Bulletin*, 728 W 65th Street 60619 (27,125) W
Chicago *Courier*, 4647 Martin Luther King Drive 60653 (25,000) W
Chicago *Daily Defender*, 2400 S Michigan Avenue 60616 (21,124) D
Chicago *Mahummad Speaks*, 5335 S Greenwood Avenue 60615
Chicago *New Crusader*, 6429 S Park Avenue 60637 (19,541) W
Chicago *Weekend Defender*, 2400 S Michigan Avenue 60616 (36,458) W

East St Louis *Beacon*, 2217 Missouri Avenue 62205 (3,500) W
East St Louis *Crusader*, 2206 Missouri Avenue 62205 (7,000) W
East St Louis *East Side Monitor*, 504 Alexander Place 60616 (7,500) W

Harvey *Journal*, 24 E 154th Street 60426 (39,378) W

Illinois (Cont)

Joliet *Negro Voice*, 807 E Benton Street 60431 (4,500) W

Rockford *Crusader*, 821 Winnebago Street 61103 (4,800) W

Springfield *Illinois Chronicle*, 1210 S 16th Street 62703 (600) BW

Indiana

Gary *American*, 2268 Broadway 46407 (8,000) W
Gary *Crusader*, 1930 Broadway 46407 (9,612) W

Indianapolis *Indiana Herald*, 2449 Roder Street 46208 (24,104) W
Indianapolis *Recorder*, 518 Indiana Avenue 46202 (11,211) W

Iowa

Des Moines *Iowa Bystander*, 221 Locust Street 50309 (2,780) W

Kansas

Wichita *Enlightener*, 2833 Ellen Street 67219 (2,800) W

Kentucky

Louisville *Defender*, 1720 Dixie Highway 40203 (4,823) W

Louisiana

Alexandria *News Leader*, 71303 (10,500) W

Baton Rouge *News Leader*, P O Box 1921 70802 (15,500) W

Bossier City *Hurricane*, P O Box 5628 71010 (2,375) W

Lake Charles *News Leader*, 70601 (10,000) W

Monroe *News Leader*, 71203 (11,000) W

New Orleans *Louisiana Weekly*, 640 S Rampart Street 70113 (14,447) W

Shreveport *Sun*, 1030 Texas Avenue 71102 (15,000) W

Maryland

Baltimore *Afro-American*, 628 N Eutaw Street 21201 (30,294) SW

Massachusetts

Boston *Bay State Banner*, 25 Ruggles Street 02119 (16,430) W
Boston *Chronicle*, 794 Tremont Street 02118 (10,509) W

Massachusetts (Cont)

Boston *City News*, 719 Boylston Street 02130 (20,000) W
Boston *Graphic*, 979 Tremont Street 02120 (4,000) W
Boston *Orator*, 254 Seaver Street (2,000) W
Boston *Times*, 169 Massachusetts Avenue 02115 (12,000) W

Roxbury *City News*, (19,328) W

Springfield *Sun*, 239 Hancock Street 01109 (12,500) W

Michigan

Detroit *Courier*, 1344 Broadway 48202 (9,202) W
Detroit *Michigan Chronicle*, 479 Ledyard Street 48201 (48,202) W
Detroit *Michigan Scene*, 8335 Woodward Avenue 48202 (4,100) W
Detroit *Tribune*, 970 Gratiot Street 48207 (28,700) W

Minnesota

Minneapolis *Spokesman*, 3744 Fourth Avenue S 55409 (11,284) W
Minneapolis *Twin City Observor*, 23 S 6th Street 55402 (9,691) W

St Paul *Recorder*, 403 New York Building 55101 (8,514) W
St Paul *Sun*, 609 Dayton Avenue 55104 (6,240) W

Mississippi

Greenville *Delta Leader*, 1513 Alexander Street 38701 (6,000) W

Jackson *Advocate*, 406 N Farish Street 39202 (7,900) W
Jackson *Enterprise*, 110 E Monument Street 39202 W
Jackson *Mississippi Free Press*, 1072 W Lynch Street 39203 (8,000) W

New Albany *Community Citizen*, P O Box 213 38652 (1,360) SM

Vicksburg *Citizens Appeal*, P O Box 240 39180 (4,700)

Missouri

Kansas City *Call*, 1715 E 18th Street 64141 (14,655) W

St Louis *American*, 3608 Cozens Street 63113 (7,800) W
St Louis *Argus*, 4595 Easton Avenue 63113 (6,386) W
St Louis *Crusader*, 4371 Finney Street 63113 (5,000) W
St Louis *New Crusader*, 5938 Plymouth Street 63113 (12,500) W
St Louis *Mirror*, 9320 Lewis and Clark Boulevard 63136 (51,500)
St Louis *Sentinel*, 3000 Easton Avenue 63106 (21,648)

Nebraska

Omaha Guide, 2420 Grant Street 68111 (4,050) W
Omaha Star, 2216 N 24th Street 68110 (33,575) W

Nevada

Las Vegas Voice, P O Box 4038 89106 (9,500) W

New Jersey

Asbury Park Central Jersey Post, RFD 178A 07712 (7,500) W

Newark Afro-American, 190 Clinton Avenue 07108 (3,819) W
Newark New Jersey Herald News, 188 Belmont Avenue 07109 (28,080) W

New York

Brooklyn New York Recorder, 1650 Fulton Street 11213 (24,169) W
Brooklyn Urban Life, 560 Atlantic Avenue 11217 (2,500) W

Buffalo Challenger, 1294 Fillmore Avenue 14211 (15,000)
Buffalo Criterion, 267 William Street 14204 (12,000) W
Buffalo Empire Star, 234 Broadway 19204 (15,000) W
Buffalo Empire State Bulletin, 1377 Main Street 14209 (8,500)

Hastings on Hudson Westchester County Press, 61 Pinecrest Drive 10706 (5,000) W

Jamaica News and Queens Voice, 170 Hillside Avenue 11432 (50,000) W

Mount Vernon Westchester Observor, 905 S 5th Avenue 10553 (7,500) W

New York Amsterdam News, 2340 8th Avenue 10027 (79,768) W
New York Courier, 310 Madison Avenue 10017 (9,182) W
New York Forty Acres and a Mule, P O Box 21 10027 (20,000) M
New York Muhammad Speaks, 113 Lenox Avenue 10026 (50,000) BW

Rochester American Negro, (7,000) W

Syracuse Progressive Herald, 815 E Fayette Street 13210 (9,300) W

North Carolina

Charlotte Post, 219 N McDowell Street 28204 (18,265) W
Charlotte Queen City Gazette, 2224 Beattles Ford Road 28208 (6,000) W

Durham Carolina Times, 436 E Pettigrew Street 27701 (22,004) W

Greensboro Carolina Peacemaker, P O Box 20853 27420 (7,500) W
Greensboro Future Outlook, 1306 Market Street 27401 (8,762) W

North Carolina (Cont)

Raleigh Carolinian, 518 E Martin Street 27601 (8,900) W

Wilmington Journal, 412 S 7th Street 28401 (8,604) W

Ohio

Cincinnati Call & Post, P O Box 6237 45206 (28,147) W
Cincinnati Herald, 863 Lincoln Avenue 45206 (15,500) W

Cleveland Call & Post, 1949 E 105th Street 44106 (27,308) W

Columbus Call & Post, 721 E Long Street 43215 (6,658) W
Columbus Ohio Sentinel, 430 E Long Street 43215 (3,862) W
Columbus Challenger, 222 Woodland Avenue 43203 (1,500)

Dayton Express, 1712 W Third Street 45407 (8,000) W

Hamilton Fort Hamilton Republican, 2666 Mack Road 45012 (2,650) W

Toledo Bronze Raven, 920 Collingswood Boulevard 43602 (7,000) W

Youngstown Buckeye Review, 240 N Walnut Street 44503 (6,000) W
Youngstown Mahoning Valley Challenger, 1115 Greenwood Avenue 44502 (10,000) W

Oklahoma

Muskogee Herald, 325 N Second Street 74401 (1,500) W

Oklahoma City Black Dispatch, P O Box 1254 73104 (15,300) W

Tulsa Oklahoma Eagle, P O Box 1867 74101 (9,850) W

Pennsylvania

Philadelphia Afro-American, 427 S Broad Street 19147 (4,800) W
Philadelphia Courier, 315 E Carson Street 15219 (1,242) W
Philadelphia Independent, 1708 Lombard Street 19146 (12,067) W
Philadelphia Open Mike, 1834 W Girard Avenue 19130 (5,000) W
Philadelphia Tribune, 524 S 16th Street 19146 (37,913) W

Pittsburgh Courier, 315 E Carson Street 15219 (94,464) W

South Carolina

Anderson Herald, 407 Butler Street 29621 (5,000) SW

Camden Chronicle, 1115 Broad Street 29202 (5,400) 3 days a week

Columbia Palmetto Times, 2202 Taylor Street 29202 (4,000) W

South Carolina (Cont)

Kingstree Carolina Sun, 601 E Main Street 29552 (1,000) W

Tennessee

Chattanooga Observor, 124 E 9th Street 37403 (4,200) W

Knoxville Flashlight Herald, 506 College Street NW 37921 (3,700) W
Knoxville Times, P O Box 281 37901 (2,495) W

Memphis Tri-State Defender, P O Box 311-38126 (22,000) W
Memphis World, 546 Beale Avenue 38103 (6,000) W

Murfeesboro News, 121 Vine Street 27130 (3,500) M

Nashville Commentator, 1909 Formost Street 37201 (4,185) W
Nashville Independent Chronicle, 2513 Clarksville Highway 37208 (4,900)
Nashville Southwestern Christian Recorder, 414 8th Avenue S 37203
Nashville Union Review, 523 Second Avenue N 37201 (3,200)

Texas

Dallas Express, 2604 Thomas Avenue 75204 (1,878) W
Dallas Post Tribune, 2604 Forest Avenue 75215 (28,103) W
Dallas World, 1314 Wood Street, 75202 (6,000) W

Fort Worth Bronze Texan News, 3025 S Freeway 76104 (5,000) W
Fort Worth Come Weekly 5529 Wellesley Street 76107 (1,500) W
Fort Worth LaVida, 3007 S Freeway 76104 (13,700)
Fort Worth Mind, 805 Bryan Street 76107 (15,000) W

Houston Defender, 77004 (8,000) W
Houston Forward Times, 4411 Almdea Road 77001 (29,621) W
Houston Informer & Texas Freeman, 2418 Leeland Avenue 77003 (2,830) SW
Houston Negro Labor News, P O Box 8055 77004 (20,000) W
Houston Sunnyside Digest, 3306 Chenevert Street 77004 (3,000) W

Kendleton Messenger, P O Box 7 77451 (2,100) W

San Antonio Register, 1224 E Commerce 78203 (10,000) W

Waco Messenger, P O Box 2087 76704 (2,000) W

Virginia

Charlottesville Tribune, 1055 Grady Avenue 22903 (3,800) W

Norfolk Journal & Guide, 7198 E Olney Road 23504 (24,000) W

Richmond Afro-American, 301 E Clay Street 23219 (12,138) W

Roanoke Tribune, 312 First Street NW 24016 (4,400) W

Washington

Seattle *Facts News*, 2803 Cherry Street 98104 (4,500)

Wisconsin

Milwaukee *Gazette*, 2421 N 3rd Street 53212 (11,010) W
Milwaukee *Courier*, 3868 N Teutonia Street 53206 (3,524) W
Milwaukee *Star*, 2334 N 3rd Street 53212 (6,000) W

Source: *Editor and Publisher Yearbook* and *Directory of Newspapers, Magazines, and Trade Periodicals* (both sources copyright by the publishers and data reproduced by permission) and other sources utilized by the author.

Black Readership Periodicals in the United States[1]

African Heritage
79 Wall Street
New York, NY 10005
15,000 M

African Opinion
8 West 117th Street
New York, NY 10026
3,000 BM

Africana Library Journal
101 Fifth Avenue
New York, NY 10003
Q

African-American Teachers Forum
1064 Fifth Avenue
New York, NY 11238
BM

Afro-American Studies
150 Fifth Avenue
New York, NY 10011
Q

American Baptist (R)
1715 West Chestnut Street
Louisville, Ky 40203
1,611 W

American News
5425 S Central Avenue
Los Angeles, Cal 90011

ACS Newsletter
African Studies Center
Michigan State University
East Lansing, Mich 48823
BM

Atlanta University Bulletin (C)
Atlanta University
Atlanta, Ga 30314
3,500 Q

Black Academy Review
3296 Main Street
Buffalo, NY 14214
Q

Black Careers
40th and Chestnut
Philadelphia, Pa 19106
3,741 BM

Black Collegian (C)
3217 Melpomone Street
New Orleans, La 70125

Black Enterprise
295 Madison Avenue
New York, NY 10027
130,000 M

Black Law Journal
3107 Campbell Hall, UCLA
Los Angeles, Cal 90024

Black Scholar
PO Box 908
Sausalito, Cal 94965
M

Black Students
112 Low Library
Columbia University
New York, NY 10027

---

[1] Periodicals are presented alphabetically with as much of the following information provided: name of magazine or periodical, type of publication (if not clear from title), mailing address or city of publication, circulation and frequency of publication. Under type of magazine, C designates college publication and R designates religious publication. For frequency, Q is quarterly, M is monthly, BM is bimonthly, W is weekly, and BW is biweekly. Sources of data include Standard Periodical Directory, 1970 and Directory of Newspapers, Magazines, and Trade Periodicals, 1971 Ayer & Sons). Reproduced by permission of the publishers.

Black World
1820 S Michigan Avenue
Chicago, Ill 60016
M

Bluefieldian (C)
Bluefield State College
Bluefield, WV 24701
2,000 Q

Broadcaster (C)
Tennessee State University
Nashville, Tenn 37203
5,000 Q

Bronze American
7418 Fulton Avenue N
Los Angeles, Cal 91605
100,000 BM

Bronze Thrills
1220 Harding Street
Fort Worth, Tex 76102
400,000 M

Bronze California
3406 W Washington Blvd
Los Angeles, Cal 90018
30,000 M

Bulletin of African Materials
African Studies Center
10 Lenox Street
Brookline, Mass 02146
M

Campus Echo (C)
North Carolina Central University
Durham, NC 27707
2,300 M

Campus Digest (C)
Tuskegee Institute
Tuskegee, Ala 36088
3,000 W

CLA Journal (C)
College Language Assn
Morgan State College
Baltimore, Md 21212
600 3 times per year

Contact
Richard Clarke Associates
1270 Avenue of The Americas
New York, NY 10020
52,000 Q

Digest (C)
Southern University
Baton Rouge, La 70813
4,000 BW

Ebony
1820 S Michigan Avenue
Chicago, Ill 60016
1,200,000 M

Elegant (women's)
8212 S Western Avenue
Los Angeles, Cal 90047
125,000 BM

Essence (women's)
102 E 30th Street
New York, NY 10001
175,000 M

Everybody
2514 W 24th Street
Omaha, Neb 68111
21,098 M

Everyone
2406 Erskine Street
Omaha, Neb 68111
21,098 M

Fisk Herald
Fisk University
Nashville, Tenn 37203
Q

Foundation (R)
9 McConough Blvd SW
Atlanta, Ga 30315
1,500 Q

Freedomways
799 Broadway
New York, NY 10003
5,000 Q

Gold Torch (C)
Central State University
Wilberforce, Ohio 45384
2,500 BM

Hampton Script (C)
Hampton Institute
Hampton, Va 23368
2,000 BM

Harvard Journal of Negro Affairs (C)
Winthrop E-41
Harvard University
Cambridge, Mass 02138
semi-annual

Hep
1220 Harding Street
Fort Worth, Tex 76102
250,000 M

Herald (C)
Texas Southern University
Houston, Tex 77004
3,500 M

Hornet (C)
Delaware State College
Dover, Del 19901
1,500 BM

Hornet and Freshmore (C)
Alabama State University
Montgomery, Ala 36104
2,000 BM

Howard University Magazine
Howard University
Washington, DC 20001
7,500 ·

Imani (formerly the Faith)
566 LaGuardia Place
New York, NY 10012

Index to Selected Publications
Central State University
Wilberforce, Ohio 45384
1,000 Q

Interracial Review
55 Liberty Street
New York, NY 10005

Ivy Leaf
5211 S Greenwood
Chicago, Ill 60615
10,000 Q

Jet
1820 S Michigan Avenue
Chicago, Ill 60016
400,000 W

Jive
1220 Harding Street
Fort Worth, Tex 76102

Journal of Black Studies
275 South Beverly Drive
Beverly Hills, Cal 90212
Q

Journal of Human Relations
Central State University
Wilberforce, Ohio 45384
1,200 Q

Journal of the National Medical Association
30 Rockefeller Plaza
New York, NY 10020
3,600 BM

Journal of the National Technical Association
3310 Georgia Avenue, N.W.
Washington, D.C. 20010
5,000 Annual

Journal of Negro Education
Howard University
Washington, DC 20001
2,500 Q

Journal of Negro History
1538 9th Street, N.W.
Washington, D.C. 20001
5,700 Q

Kappa Alpha Psi Journal
901 26th Avenue N
Nashville, Tenn 37208
3,000 Q

Liberator
244 E 46th Street
New York, NY 10017
15,000 M

Link
243 W 125th Street
New York, NY 10027
M

Maroon Tiger (C)
Morehouse College
113 Graves Hall
Atlanta, Ga 30314
2,500 BM

National Association of Negro Business and Professional Clubs Newsletter
160 Clocks Blvd
Massapaqua, NY 11758
M

National Baptist Review (R)
523 Fourth Avenue North
Nashville, Tenn 37219
W

National Beverage Leader
22 N 52nd Street
Philadelphia, Pa 19139
30,000 M

National Scene
507 Fifth Avenue
New York, NY 10017
938,000 W

Negro Educational Review
P O Box 741
Nashville, Tenn 37202
7,500 Q

Negro History Bulletin
1538 9th Street, N.W.
Washington, D.C. 20001
22,000 M

Negro Progress
P O Box 8396
Fort Worth, Texas 76105
100,000 Q

Negro Traveler (hotel and motel)
8034 Prairie Street
Chicago, Ill 60619
73,400 M

New Lady (women's)
1335 A Street
Hayward, Cal 94541
100,000 M

News Illustrated
203 W 138th Street
New York, NY 10030
4,000 M

On the Ball Magazine
754 E 169th Street
Bronx, NY 10032
5,000 Q

Petal Paper (civil rights)
410 Pomelo Street
Fairhope, Ala 36532
3,700 M

Phylon (C)
Atlanta University
Atlanta, Ga 30314
2,500 Q

Pride
33 E Upsul Street
Philadelphia, Pa 19119
BM

Project
P O Box 8214
Philadelphia, Pa 19101
74,000 BM

Pyramid
116 Rhode Island Avenue
Washington, D.C. 20005
22,000 Q

Quarterly Review of Higher Education
Johnson C Smith University
Durham, NC 28216
1,000 Q

Race Relations and Industry
475 Fifth Avenue
New York, NY 10017
M

Register (C)
North Carolina A & T State University
Greensboro, NC 27411
3,000 M

Say
1809 Bartow Avenue
New York, NY 10069
BM

Sepia
1220 Harding Street
Fort Worth, Texas 76106
61,960 M

SCLC Newsletter
Southern Christian Leadership Conf.
334 Auburn Avenue NE
Atlanta, Ga 30303
200,000 M

Soul (entertainment)
8271 Melrose
Los Angeles, Cal 90069
175,000 BW

Soul Illustrated (entertainment)
8271 Melrose
Los Angeles, Cal 90069
250,000 BM

Southern Courier (civil rights)
79 Commerce Street
Montgomery, Ala 36104
20,000 W

Spelman Messenger (C)
Spelman College
Atlanta, Ga 30314
2,350 Q

Tan
1820 S Michigan Avenue
Chicago, Ill 60616
123,000 M

Tan Pride
2514 North 24th Street
Omaha, Neb 68111
1,500 M

Tuesday (Sunday supplement)
437 Madison Avenue
Chicago, Illinois 10022
2,300,000 M

Urban League News
55 E 52nd Street
New York, NY 10022

Urban West
593 Market Street
San Francisco, Cal 94105
21,000 BM

Virginia Statesman (C)
Virginia State College
Petersburg, Va 23803
1,500 BW

Voice
200 W 135th Street
New York, NY 10030
50,000 M

Voice of Missions (R)
112 W 120th Street
New York, NY 10027
10,000 M

Vue South (South Carolina progress)
P O Box 1808
Orangeburg, SC 29115
10,000 M

Predominantly Black Fraternities and Sororities, with Number of Campus and General Chapters

(Addresses given are for National headquarters)

Fraternities

Alpha Phi Alpha, 4432 Martin Luther King Drive, Chicago, Illinois 60653 (318 chapters of which 168 are on college campuses)

Kappa Alpha Psi, 2320 North Broad Street, Philadelphia, Pennsylvania, 19132 (323 chapters, with 151 on college campuses)

Omega Psi Phi, 2714 Georgia Avenue, N.W., Washington, D. C. 20002 (310 chapters)

Phi Beta Sigma, 10006 Carroll Street, Brooklyn, New York 11225 (215 chapters)

Sororities

Alpha Kappa Alpha, 5211 South Greenwood Avenue, Chicago, Illinois 60615 (342 chapters)

Delta Sigma Theta, 1814 M Street, N.W., Washington, D.C. 20036 (347 chapters)

Sigma Gamma Rho, 1254 25th Street, Indianapolis, Indiana 46205 (47 chapters on college campuses)

Zeta Phi Beta, 1734 New Hampshire Avenue, N.W., Washington, D. C. 20009 (250 chapters)

Radio Stations with Predominantly Black Audiences in the United States

Alabama

WENN (AM & FM)	Birmingham
WJLN	Birmingham
WJLD (FM)	Birmingham
WEUP	Huntsville
WGOK	Mobile
WMOO	Mobile
WRMA	Montgomery
WAPX	Montgomery
WJHO	Opelika
WTUG	Tuscaloosa

Arkansas

KALO	Little Rock
KOKY	Little Rock
KCAT	Pine Bluff

California

KLIP	Fowler
KGFJ	Los Angeles
KDIA	Oakland
KPOP	Roseville
KSOL	San Francisco

Colorado

KDKO	Littleton

Connecticut

WYBC (FM)	New Haven

District of Columbia

WOL	Washington
WOOK	Washington
WUST	Washington

Florida

WRBD	Fort Lauderdale
WOVV (FM)	Fort Pierce
WRHC	Jacksonville
WOBS	Jacksonville

Florida (Cont)

WMBM	Miami
WAME	Miami
WOKB	Orlando
WBOP	Pensacola
WTMP	Tampa
WOKB	Winter Park

Georgia

WAOK	Atlanta
WERD	Atlanta
WGUN	Atlanta
WIGO	Atlanta
WTHB	Augusta
WMGR	Bainbridge
WBAF	Barnesville
WOKS	Columbus
WIBB	Macon
WSOK	Savannah
WGOV	Valdosta

Illinois

WBEE	Chicago
WGRT	Chicago
WVON	Cicero
WMPP	East Chicago

Indiana

WJOB	Hammond
WTLC (FM)	Indianapolis
WGEE	Indianapolis

Kansas

KEYN	Wichita

Kentucky

WLOU	Louisville

Louisiana

WXOK	Baton Rouge
KFRA	Franklin
KAOK	Lake Charles
WCKW (FM)	LaPlace
KLIC	Monroe
WBOK	New Orleans
WYLD	New Orleans
KOKA	Shreveport

Maryland

WANN	Annapolis
WXTC (FM)	Annapolis
WSID	Baltimore
WWIN	Baltimore
WEBB	Baltimore

Massachusetts

WILD	Boston

Michigan

WGPR (FM)	Detroit
WCHD (FM)	Detroit
WJLB	Detroit
WAMM	Flint
WCHB	Inkster
WPON	Pontiac
WERX	Wyoming

Minnesota

KUXL	Golden Valley

Mississippi

WBIL (FM)	Biloxi
WESY	Greenville
WORV	Hattiesburg
WOKJ	Jackson
WESY	Leland
WCCA (FM)	McComb
WQIC	Meridian
WMIS	Natchez
WNAT	Natchez

Missouri

KPRS	Kansas City
KATZ	St. Louis
KWK	St. Louis
KXLW	St. Louis
KADI (FM)	St. Louis

Nevada

KTOO	Henderson

New Jersey

WHBI (FM)	Newark
WNJR	Newark

New York

WBLK (FM)	DePew
WLIB	New York
WWRL	New York

North Carolina

WVOE	Chadbourn
WGIV	Charlotte
WRPL	Charlotte
WSRC	Durham
WIDU	Fayetteville
WLNC	Laurinburg
WLLE	Raleigh
WRNC	Raleigh
WAAA	Winston-Salem
WAIR	Winston-Salem
WEAL	Winston-Salem

Ohio

WCIN	Cincinnati
WABQ	Cleveland
WJMO	Cleveland Heights
WVKO	Columbus
WKAO (FM)	Dayton
WKLR (FM)	Toledo
WNIO	Youngstown

Oklahoma

KBYE	Oklahoma City
KTOW	Sand Springs

Pennsylvania

WDAS	Philadelphia
WHAT	Philadelphia
WAMO (AM & FM)	Pittsburgh
WZUM	Pittsburgh

South Carolina

WSIB	Beaufort
WBSC	Bennettsville
WPAL	Charleston
WOIC	Columbia
WYNN	Florence
WHYZ	Greenville
WHSC	Hartsville
WYCL	York

Tennessee

WVOL	Berry Hill
WNOO	Chattanooga
WJBE	Knoxville
WDIA	Memphis
WLOK	Memphis
KWAM	Memphis
WLAC	Nashville
WVOL	Nashville

Texas

KJET	Beaumont
KNOK	Fort Worth
KYOK	Houston
KCOH	Houston
KPAE	San Antonio
KZEY	Tyler

Virginia

WILA	Danville
WHIH	Norfolk
WRAP	Norfolk
WANT	Richmond
WENZ	Richmond

Washington

KYAC	Seattle

Wisconsin

WNOV	Milwaukee
WAMA	West Allis

Source: All stations with 25 or more hours per week of black-oriented programming from Broadcasting 1971 Yearbook plus references from other sources of stations with a large black audience. Data from Broadcasting Yearbook reproduced by permission of the publisher.

SPANISH SURNAMED AMERICAN COLLEGE GRADUATES

1970

TOTAL GRADUATES

	AGRICULTURE	BUSINESS COMMERCE*	EDUCATION	ARCHITECTURE ENGINEERING	INDUSTRIAL FINE ARTS*	COMMUNICATIONS MEDIA	MA*THEMATICS PHYSICS	LANGUAGES	LAW	SCIENCES NATURAL	MEDICINE* NURSING	SCIENCES PHYSICAL	PHARMACY	SCIENCES SOCIAL		TOTAL
GRADUATING																
GRAND TOTAL	28	607	540	333	150	16	89	308	29	162	152	16	31	801	40	3302

Compiled By

The Cabinet Committee On Opportunity for the Spanish Speaking
Suite 712, 1800 G St., N.W., Washington, D.C. 20506

Spanish Language Newspapers in the United States

El Sol	Phoenix, Arizona	W
Post	Berkeley, California (10,000)	W
Grafica	Hollywood, California (18,146)	BM
La Opinion	Los Angeles, California (15,920)	D
El Hispano	Sacramento, California (12,191)	W
Don Quixote	San Jose, California (25,000)	BW
Paladin	San Jose, California (15,000)	BW
Costilla County Free Press	San Luis, Colorado	W
El Periodico	Washington, D.C. (15,000)	W
Diario Las Americas	Miami, Florida (32,030)	D
LaGaceta	Tampa, Florida (9,825)	D
Northwest Independent News	Chicago, Illinois (20,000)	W
La Nacion	Elizabeth, New Jersey (25,000)	W
El Hispano	Albuquerque, New Mexico (5,000)	W
El Independiente	Albuquerque, New Mexico (1,030)	W
Times	Bernalillo, New Mexico (280)	W
Rio Grande Sun	Espanola, New Mexico (2,937)	W
News	Santa Fe, New Mexico (9,200)	W
Sage	Santa Fe, New Mexico (850)	M
El Diario-La Prensa	New York, New York (78,430)	D
Espana Libre	New York, New York (2,500)	BM
El Mundo de Nueva	New York, New York (126,655)	BW
Revista Illustranda Temas	New York, New York (77,170)	M
El Tiempo	New York, New York (40,000)	D
El Dia	Ponce, Puerto Rico	D
El Imparcial	San Juan, Puerto Rico	D
El Mondo	San Juan, Puerto Rico (147,830)	D
LaVerdad	Corpus Christi, Texas	W
El Sol	Dallas, Texas	W
El Continental	El Paso, Texas (3,500)	D
Times	Laredo, Texas (17,037)	D
El Porvenir	Mission, Texas	BW

Source: Directory of Newspapers, Magazines, and Trade Periodicals, 1971 N. W. Ager and Sons, p. 1425-1426. Reproduced by permission of the publisher.

Colleges and Universities Reporting 25 or More Spanish-Surnamed Graduating Students in 1971

Arizona

	Number of Students
Arizona State University, Tempe 85281	42
Thunderbird Graduate School, Phoenix 85001	51
University of Arizona, Tuscon 85713	494

California

American River College, Sacramento 95841	60
Antelope Valley College, Lancaster 93534	194
California State College, Anaheim 92804	257
California State College, Los Angeles 90032	115
California State College, Fullerton 92631	120
California State College, San Bernardino 92407	28
California State Polytechnic Institute, Pomona 91768	207
DeAnza College, Cupertino 95014	235
Immaculate Heart College, Hollywood 90027	37
Loyola University, Los Angeles 90015	72
Merced College, Merced 95340	28
Mount St. Mary's College, Los Angeles 90049	37
Northrop Institute of Technology, Inglewood 90301	44
Orange Coast College, Costa Mesa 92626	98
San Diego State College, San Diego 92115	308
San Joaquin Delta College, Stockton 95204	180
San Jose State College, San Jose 95114	397
St. Mary's College, St. Mary's 94575	26
University of California at Davis 95616	75
University of California at Los Angeles 90024	150
University of California at Santa Barbara 93106	81
University of California at Santa Cruz 95060	52

Colorado

Mesa College, Grand Junction 81501	66
Metropolitan State College, Denver 80204	40
Northeast Junior College, Sterling 80751	29
Southern Colorado State College, Pueblo 81005	101
University of Colorado, Boulder 80302	41
University of Denver, Denver 80210	33

District of Columbia

George Washington University, DC 20006	169

	Number of Students
Illinois	
College of Lake County, Grayslake 60030	37
Indiana	
University of Notre Dame, Notre Dame 46556	61
Kansas	
Washburn University, Topeka 66621	29
Wichita State University, Wichita 67208	45
Missouri	
Central Missouri State College, Warrensburg 64093	25
Nevada	
University of Nevada at Las Vegas 89109	28
New Jersey	
Montclair State College, Upper Montclair 07043	26
Rutgers University (all units), New Brunswick 08903	60
Seton Hall University, South Orange 07079	25
New Mexico	
College of Sante Fe, Sante Fe 87501	117
Eastern New Mexico University, Roswell 88201	98
New Mexico State University, Las Cruces 88001	48
University of Albuquerque, Albuquerque 87120	96
University of New Mexico, Albuquerque 87106	45
Western New Mexico University, Silver City 88061	125
New York	
City University of New York (all units), New York 10010	80
LeMoyne College, Syracuse 13214	33
New York City Community College, Brooklyn 11201	51
Pace College, New York 10038	39
Rochester Institute of Technology, Rochester 14623	48
State University of New York at Brockport, Brockport 14420	29
Texas	
Del Mar College, Corpus Christi 78404	220
East Texas State University, Commerce 75428	32
Howard Payne College, Brownwood 76801	65
Incarnate Word College, San Antonio 78209	61

	Number of Students
Texas (Continued)	
Lamar State College, Beaumont 77705	54
North Texas State University, Denton 76203	32
Pan American College, Edinburg 78539	817
St. Mary's University, San Antonio 78213	381
Sul Ross State University, Alpine 79830	158
Temple Junior College, Temple 76501	34
Texas A and I University, Kingsville 78363	267
University of Houston, Houston 77004	85
University of Texas at Arlington 76010	61
University of Texas at Austin 78712	459
University of Texas at El Paso 79999	809
University of Texas (health schools)	37
University of St. Thomas, Houston 77006	33
Wayland Baptist College, Plainview 79072	32
Wharton County Junior College, Wharton 77488	39
Utah	
Weber State College, Ogden 84403	28
Washington	
University of Washington, Seattle 98105	95

Source: Spanish-Surnamed American College Graduates 1971-72

Colleges and Universities Enrolling 30 or More American Indian Students under BIA Assistance, 1971-1972

	Number of Students
Alaska	
Alaska Methodist University, Anchorage 99504	115
Anchorage Community College, Anchorage 99504	40
Sheldon Jackson College, Sitka 99835	115
University of Alaska, College 99701	250
Arizona	
Arizona State University, Tempe 85281	135
Central Arizona College, Coolidge 85228	50
Eastern Arizona Junior College, Thatcher 85552	50
Mesa Community College, Mesa 85201	35
Navajo Community College, Many Farms 86503	150
Northern Arizona University, Flagstaff 86001	300
Phoenix College, Phoenix 85103	125
University of Arizona, Tuscon 85721	150
California	
College of the Redwoods, Eureka 95501	40
Humboldt State College, Arcata 95521	40
Long Beach State College, Long Beach 90801	100
Riverside Community College, Riverside 92506	50
Santa Rosa Junior College, Santa Rosa 95401	50
University of California, Berkeley 94720	50
University of California, Davis 95616	30
University of California, Los Angeles 90024	75
Colorado	
Fort Lewis College, Durango 81301	225
Kansas	
Haskell Indian Junior College, Lawrence 66044	350
Minnesota	
Bemidji State College, Bimidji 56601	125
University of Minnesota (all branches)	140

	Number of Students
Montana	
Eastern Montana State College, Billings 59101	115
Montana State University, Bozeman 59715	50
Northern Montana College, Harve 59501	30
University of Montana, Missoula 59801	90
Nevada	
University of Reno 89507	50
New Mexico	
Eastern New Mexico University, Portales 88130	55
New Mexico Highlands University, Las Vegas 87701	75
New Mexico State University, University Park 88001	55
University of New Mexico, Albuquerque 87106	200
North Dakota	
Mary College, Bismarck 58501	60
University of North Dakota 58201	70
Oklahoma	
Cameron State College, Lawton 73501	140
Central State College, Edmund 73034	150
East Central State College, Ada 74820	100
Northeastern State College, Tahlequah 74464	375
Oklahoma College of Liberal Arts, Chickasha 73018	70
Oklahoma State University, Stillwater 74074	150
Southeastern State College, Durant 74701	100
Southwest State University, Weatherford 73096	90
University of Oklahoma, Norman 73069	250
Oregon	
Eastern Oregon State College, LaGrande 97850	75
Oregon State University, Corvallis 97331	75
South Dakota	
Black Hills State College, Spearfish 57783	120
Northern State College, Aberdeen 57401	30
University of South Dakota, Vermillion 57069	75
Utah	
Brigham Young University, Provo 84601	450

Washington

Central Washington State College, Ellensburg 98926	50
University of Washington, Seattle 98105	105
Washington State University, Pullman 99163	45
Western Washington State College, Bellingham 98225	45

Wisconsin

Wisconsin State University, Superior 54880	50

Source: Bureau of Indian Affairs

American Indian Newspapers

Artic Reporter	Barrow, Alaska
Point Hope News	Point Hope, Alaska
Fort Apache Scout	White River, Arizona
Indian Mailman	Phoenix, Arizona
Navajo Times	Window Rock, Arizona
Quechan News	Fort Yuma, Arizona
American Indian	San Francisco, California
Indians Illustrated	Los Angeles, California
Talking Leaf	Los Angeles, California
NCAI Sentinel-Bulletin	Washington, D.C.
Fort Hall Newsletter	Fort Hall, Idaho
Amerindian	Chicago, Illinois
Chicago Warrior	Chicago, Illinois
Indian Leader	Lawrence, Kansas
Nishnawbe News	Marquette, Michigan
Birney Arrow	Birney, Montana
Crow Agency Flashes	Crow Agency, Montana
Morning Star News	Lame Deer, Montana
Many Smokes	Reno, Nevada
Native Navadan	Reno, Nevada
Powwow Trails	South Plainfield, New Jersey
Apache Scout	Mescalero, New Mexico
Jicarilla Chieftain	Duke, New Mexico
Keresan	New Laguna, New Mexico
Akwesasne Notes	Rooseveltown, New York
American Indian Horizon	New York, New York
Tonawanda Indian News	Akron, New York
Cherokee One Feather	Cherokee, North Carolina
Wahpeton Highlights	Wahpeton, North Dakota
White Shield Sentinel	Roseglen, North Dakota
Buckskin	Eufaula, Oklahoma
Cheyenne and Arapaho Bulletin	Concho, Oklahoma

Indian Truth	Philadelphia, Pennsylvania
Pierre Chieftain	Pierre, South Dakota
Sioux San Sun	Rapid City, South Dakota
Rosebud Sioux Herald	Rosebud, South Dakota
Wopeedah	Stephan, South Dakota
Choctaw Times	Nashville, Tennessee
Indian Liahona	Salt Lake City, Utah
Rawhide Press	Wellpinit, Washington
Tribal Tribune	Nespelem, Washington
Great Lakes Agency News	Ashland, Wisconsin
Menominee News	Neopit, Wisconsin
American Indian News	Fort Washington, Wyoming

Sources: Directory of Newspapers, Magazines, and Trade Periodicals, 1971 N. W. Ayer & Sons, p. 1469 Reproduced by permission of the publishers.

Directory of Organizations Serving Minority Communities U.S. Department of Justice, 1972

Other sources used by the author.

Oriental American Newspapers

Chinese Pacific Weekly	San Francisco, California
Chinese Times	San Francisco, California
Chinese World	San Francisco, California
Hokubei Mainichi	San Francisco, California
Kashu Mainichi	Los Angeles, California
New Korea	Los Angeles, California
Nichi Bei Times	San Francisco, California
Rafu Shimpo	Los Angeles, California
Young China	San Francisco, California
Hawaii Hochi	Honolulu, Hawaii
Hawaii Times	Honolulu, Hawaii
Korean Pacific Weekly	Honolulu, Hawaii
New China Daily Press	Honolulu, Hawaii
United Chinese Press	Honolulu, Hawaii
Chicago Shimpo	Chicago, Illinois
San Min Morning Paper	Chicago, Illinois
China Daily	New York, New York
China Times	New York, New York
China Tribune	New York, New York
Chinese American Weekly	New York, New York
Chinese Journal	New York, New York
New York Nichibei	New York, New York
United Journal	New York, New York
Utah Nippo	Salt Lake City, Utah
North American Post	Seattle, Washington

Source: *Directory of Organizations Serving Minority Communities*, U.S. Department of Justice, 1973.

Radio Stations Broadcasting in American Indian, Chinese, Japanese, and Spanish in the United States

American Indian (no hours per week minimum)

KCAM	Glennallen, Alaska (Athabascan)
KCLS	Flagstaff, Arizona (Navajo)
KDJI	Holbrook, Arizona (Navajo)
KINO	Winslow, Arizona (Navajo and Hopi)
KVFC	Cortez, Colorado (Navajo and Ute)
KBUN	Bemidji, Minnesota (Chippewa)
KOLS	Pryor, Oklahoma (Cherokee)
KENN	Farmington, New Mexico (Navajo)
KWYK	Farmington, New Mexico (Navajo)
KGAK	Gallup, New Mexico (Navajo)
KKIT	Taos, New Mexico (Taos Pueblo)
KCCR	Pierre, South Dakota (Sioux)
KYNT	Yankton, South Dakota (Sioux)
KUTA	Blanding, Utah (Navajo)

Chinese (no hours per week minimum)

KBRG (FM)	San Francisco, California

Japanese (no hours per week minimum)

KRDU	Dinuba, California	KZOO	Honolulu, Hawaii
KLIP	Fowler, California	KKON	Kealalekua, Hawaii
KBRG (FM)	San Francisco, California	WEVD	New York, New York
KHLO	Hilo, Hawaii	KBLE	Seattle, Washington
KNDI	Honolulu, Hawaii		

Spanish (10 hours per week minimum)

KFBR	Nogales, Arizona	KXEM	McFarland, California
KIFN	Phoenix, Arizona	KOXR	Oxnard, California
KEVT	Tuscon, Arizona	KTIP	Porterville, California
KXEW	Tuscon, Arizona	KCTY	Salinas, California
KYUM	Yuma, Arizona	KBRG (FM)	San Francisco, California
KWHN	Fort Smith, Arkansas	KALI	San Gabriel, California
KGEE	Bakersfield, California	KOFY	San Mateo, California
KWAC	Bakersfield, California	KONG	Visalia, California
KROP	Brawlys, California	KOMY	Watsonville, California
KCHJ	Delano, California	KUBA	Yuba City, California
KRDU	Dinuba, California	KAPI	Pueblo, Colorado
KLIP	Fowler, California	WRYM	New Britain, Connecticut
KXEX	Fresno, California	WATR (FM)	Waterbury, Connecticut
KAZA	Gilroy, California	WHRS (FM)	Boynton, Florida
KREO	Indio, California	WCOF	Immokalee, Florida
KLBS	Los Banos, California	WLTO	Miami, Florida

WQBA	Miami, Florida
KCID	Caldwell, Idaho
WEDC	Chicago, Illinois
WCRW	Chicago, Illinois
WBSC	Chicago, Illinois
WOPA	Oak Park, Illinois
WJMR	New Orleans, Louisiana
WCRX (FM)	Springfield, Massachusetts
WBBX	Portsmouth, New Hampshire
WCAM	Camden, New Jersey
WHBI (FM)	Newark, New Jersey
KAMX	Albuquerque, New Mexico
KBAD (FM)	Carlsbad, New Mexico
KCCC	Carlsbad, New Mexico
KOBE	Las Cruces, New Mexico
KFUN	Las Vegas, New Mexico
KTRC	Santa Fe, New Mexico
KSYX	Santa Rosa, New Mexico
WADO	New York, New York
WHOM	New York, New York
WZAK (FM)	Cleveland, Ohio
WTEL	Philadelphia, Pennsylvania
KOPY	Alice, Texas
KRAY	Amarillo, Texas
KIBL	Beeville, Texas
KKUB	Brownfield, Texas
KBEN	Carrizo Springs, Texas
KCCT	Corpus Christi, Texas
KUNO	Corpus Christi, Texas
KDLK	Del Rio, Texas
KDHN	Dimmitt, Texas
KFLD	Floydada, Texas
KBUY (FM)	Fort Worth, Texas
KGTN	Georgetown, Texas
KGBT	Harrington, Texas
KPAN	Hereford, Texas
KRME	Hondo, Texas
KINE	Kingsville, Texas
KELE (FM)	Lamesa, Texas
KPET	Lamesa, Texas
KVOZ	Loredo, Texas
KIRT	Mission, Texas
KMUL	Muleshoe, Texas
KGNB	New Braunfels, Texas
KVWG	Pearsall, Texas
KIUN	Pecos, Texas
KGUL	Port Lavaca, Texas
KCLR	Ralls, Texas
KFRD	Rosenberg, Texas
KSJT	San Angelo, Texas
KCOR	San Antonio, Texas
KEDA	San Antonio, Texas
KUKA	San Antonio, Texas
KCNY	San Marcos, Texas
KWED	Seguin, Texas
KTUE	Tulia, Texas
KVOU	Uvalde, Texas
WRUV (FM)	Burlington, Vermont

Source: Broadcasting 1971 Yearbook, p. D 60-61. Reproduced by permission of the publisher.

98

PROPORTION OF DOCTORATES EARNED BY WOMEN, BY AREA AND FIELD, 1960-1969

Data source: U.S. Department of Health, Education and Welfare. *Earned Degrees Conferred: Bachelor's and Higher Degrees.* A publication of the Bureau of Educational Research and Development and the National Center for Educational Statistics. Washington, D.C.: U.S. Government Printing Office. (All public and private colleges and universities in the United States known to confer doctoral degrees are included in the survey. Professional doctoral degrees, such as M.D., however, are not listed.) The consecutive bulletins from which these original data were obtained are located in the Wilson Library Documents Division.

	Total Number of Doctorates Earned 1960-1969	Total Number of Doctorates Earned by Women 1960-1969	Percentage of Doctorates Earned by Women 1960-1969
Agriculture, Total	4462	79	1.77
Agriculture, General	115	1	.87
Agronomy, Field Crops	966	5	.52
Animal Science	872	21	2.41
Dairy Science	262	4	1.53
Farm Management	13	0	.00
Fish, Game or Wildlife Management (1961-1969)[1]	209	2	.96
Food Science	385	16	4.16
Horticulture	539	13	2.40
Ornamental Horticulture	14	0	.00
Poultry Science	211	7	3.32
Soil Science	568	2	.35
Agriculture, All other fields	308	10	3.25
Architecture	50	4	8.00
Biological Sciences, Total	17,708	2448	13.82
Premedical, Predental and Preveterinary Sciences	25	2	8.00
Biology, General	1949	395	20.27
Botany, General	1653	186	11.25
Zoology, General	2262	318	14.06
Anatomy and Histology	633	116	18.33
Bacteriology, etc.[2]	2096	355	16.94
Biochemistry	2695	471	17.48
Biophysics	429	32	7.46
Cytology	30	9	30.00
Ecology (1961-1969 only)	37	2	5.41
Embryology	45	11	24.44
Entomology	1097	46	4.19
Genetics	672	61	9.08
Molecular Biology (1968-1969 only)[3]	32	6	18.75
Nutrition (1961-1969 only)	156	45	28.85
Pathology	271	15	5.54
Pharmacology	783	87	11.11
Physiology	1145	168	14.67
Plant Pathology	692	19	2.75
Plant Physiology	203	12	5.91
Biological Sciences, All other fields	803	92	11.46
Business and Commerce, Total	3046	86	2.82
Business and Commerce, General	1372	33	2.41
Accounting	268	18	6.72
Finance, Banking (1967-1969 only)[4]	53	1	1.89
Marketing (1967-1969 only)[5]	66	1	1.52
Real Estate, Insurance (1967-1969 only)[6]	2	0	.00
Transportation (1967-1969 only)	7	0	.00
Business and Commerce, All other fields	1278	33	2.58
City Planning (1966-1969 only)[7]	44	2	4.55
Computer Science and Systems Analysis, Total (1964-1969 only)[8]	158	4	2.53
Computer Science	99	3	3.03
Systems Analysis	22	1	4.55
Computer Science and Systems Analysis, All other fields	37	0	.00
Education, Total	26,369	5230	19.83
Physical Education	1143	313	27.38

	Total Number of Doctorates Earned 1960-1969	Total Number of Doctorates Earned by Women 1960-1969	Percentage of Doctorates Earned by Women 1960-1969
Health Education	88	26	29.55
Recreation	30	4	13.33
Education of the Mentally Retarded	118	36	30.51
Education of the Deaf (1964-1969 only) (1964-1969 only)[9]	6	4	66.67
Speech and Hearing Impaired	339	67	19.76
Education of the Visually Handicapped (1964-1969 only)[10]	3	1	33.33
Education of the Emotionally Disturbed (1965-1969 only)[11]	24	6	25.00
Administration of Special Education (1963-1969 only)[12]	14	4	28.57
Education of Other Exceptional Children[13]	391	126	32.23
Agricultural Education	228	2	.88
Art Education	194	52	26.80
Business or Commercial Education	300	89	29.67
Distributive Education, Retail Selling	28	6	21.43
Home Economics Education	124	123	99.19
Industrial Arts Education, Nonvocational	224	1	.45
Music Education	543	75	13.69
Trade or Industrial Education, Vocational	181	8	4.42
Specialized Teaching Fields, All other	756	261	34.52
Nursery or Kindergarten Education	14	12	85.71
Early Childhood Education	22	20	90.91
Elementary Education	1199	459	38.28
Secondary Education	966	154	15.94
Combined Elementary and Secondary Education	21	4	19.05
Adult Education	303	46	15.18
General Teaching Fields, All other	445	97	21.80
Education Administration, Supervision Finance[14]	7242	931	12.86
Counseling and Guidance	2357	488	20.70
Rehabilitation and Counselor Training (1964-1969 only)	80	14	17.50
History of Education, etc. (1964-1969 only)[15]	488	99	20.29
Education, General	6286	1183	18.82
Educational, Psychology (1964-1969 only)	875	224	25.60
Physical Education, Nonteaching (1964-1969 only)	36	9	25.00
Education, All other fields[16]	1296	286	22.07
Engineering, Total[17]	18,572	82	.44
English and Journalism, Total	6471	1541	23.81
English and Literature	6322	1523	24.09
Journalism	149	18	12.08
Fine Arts and Applied Arts, Total	4035	678	16.80
Art General	99	18	18.18
Music, Sacred Music	1473	199	13.51
Speech and Dramatic Arts	1978	314	15.87
Fine and Applied Arts, All other fields	485	147	30.31
Folklore (1965-1969 only)	29	8	27.59

	Total Number of Doctorates Earned 1960-1969	Total Number of Doctorates Earned by Women 1960-1969	Percentage of Doctorates Earned by Women 1960-1969
Foreign Languages and Literature, Total	4158	1186	28.52
Linguistics	551	133	24.14
Latin, Classical Greek	506	128	25.30
French	708	311	43.93
Italian	47	17	36.17
Portuguese	14	3	21.43
Spanish	668	217	32.49
Philology and Literature of Romance Languages	380	93	24.47
German	678	171	25.22
Other Germanic Languages	27	5	18.52
Philology and Literature of Germanic Languages	52	9	17.31
Arabic	5	1	20.00
Chinese	14	2	14.29
Hebrew	23	1	4.35
Hindi, Urdu (1961-1969 only)	2	0	0.00
Japanese	12	2	16.67
Russian	116	28	24.14
Other Slavic Languages	68	20	29.41
Foreign Language and Literature, All other fields	227	45	19.82
Forestry	558	1	.18
Geography	663	37	5.58
Health Professions, Total	1831	168	9.18
Hospital Administration	20	1	.50
Medical Technology	2	0	.00
Nursing, Public Health Nursing	18	17	94.44
Optometry	16	1	6.25
Pharmacy	563	24	4.26
Physical Therapy, Physiotherapy	1	0	.00
Public Health	418	62	14.83
Radiologic Technology	3	0	.00
Clinical Dental Services	24	4	16.77
Clinical Medical Services	302	31	10.26
Clinical Veterinary Services	250	4	1.60
Health Professions, All other fields	214	24	11.21
Home Economics, Total	514	392	76.26
Home Economics, General	104	101	97.12
Child Development, Family Relations	174	87	50.00
Clothing and Textiles	53	52	98.11
Foods and Nutrition	134	103	80.60
Institution Management or Administration	8	6	100.00
Home Economics, All other fields	43	38	88.37
Law	268	12	4.48
Library Science	140	38	27.14
Mathematical Sciences, Total	6106	401	6.50
Mathematics	5538	348	6.46
Statistics	781	53	6.79
Philosophy, Total	1701	188	11.05
Philosophy	1520	155	10.20
Scholastic Philosophy	181	33	18.23
Physical Sciences, Total	25,736	1179	4.59
Physical Sciences, General	93	3	3.23
Astronomy	421	29	6.89
Chemistry	12,963	884	6.82
Metallurgy	213	0	.00
Meteorology	245	2	.82
Pharmaceutical Chemistry (1961-1969 only)	269	13	[illegible]
Physics	8415	168	2.00
Geology	2143	53	2.47
Geophysics	203	3	1.48
Oceanography	222	4	1.80
Earth Sciences, All other fields [18]	170	2	1.18
Physical Science, All other fields	359	18	5.01
Psychology, Total	9135	1845	20.20
General Psychology	7071	1305	[illegible]
Clinical Psychology (1961-1969 only)	651	183	[illegible]
Counseling and Guidance	138	[illegible]	[illegible]
Social Psychology (1961-1969 only)	309	68	22.01
Rehabilitation Counselor Training (1964-1969 only)	36	8	22.22
Educational Psychology (1964-1969 only)	137	37	27.01
Psychology, All other fields (1964-1969 only)	793	171	21.56
Religion, Total	2825	141	4.99
Religious Education, Bible	368	49	13.32
Theology	1417	49	3.46
Religion, Liberal Arts Curriculum	860	39	4.54
Religion, All other fields	180	4	2.22
Social Sciences, Total	18,662	2072	11.10
Social Sciences, General	261	27	10.34
American Studies, Civilization, Culture	257	41	15.95
Anthropology	942	202	21.44
Area or Regional Studies	384	46	11.98
Economics	3898	219	5.62
History	4943	579	11.71
International Relations	425	33	7.76
Political Science or Government	2876	253	8.80
Sociology	2361	403	17.07
Agricultural Economics	1165	12	1.03
Foreign Service Programs	11	1	9.09
Industrial Relations	96	4	4.17
Public Administration	283	23	8.13
Social Work, Social Administration	480	174	36.25
Social Science, All other fields	280	55	19.64
Trade or Industrial Training	84	0	.00
Broad General Curriculums and Miscellaneous Total	726	107	14.74
Arts, General Programs	39	9	23.08
Sciences, General Programs	84	9	10.71
Arts and Sciences, General Programs	40	5	12.50
Teaching of English as a Foreign Language	27	10	37.04
All Other Fields of Study [19]	536	74	13.81
Total All Fields (areas) reported:	154,111	17,929	11.63

---

1. [illegible] information was available from 1960-1969 [illegible] this field was not given as a separate category in 1960-1961), proportions were computed based on information [illegible] if the field was not listed as a separate category for more years than 1960-1961, the information was included in the residual category. [illegible] are noted.

2. Includes Bacteriology, [illegible], Mycology, Parasitology and Microbiology.

3. The status of [illegible] prior to 1963, when it was considered separately, is not clear.

4, 5, and 6. As in 3, the same observation applies.

7 and 8. These [illegible] are new.

9, 10, 11, and 12. [illegible] under other categories in earlier years.

13. Includes [illegible] Learning Disability, Education of the Crippled, Education of the Multiple Handicapped.

14. Includes Curriculum and Instruction as well. These fields were separated for all but year 1963-1964, so it was necessary to combine them.

15. Includes History, Philosophy and Theory of Education.

16. Includes the [illegible] of Education [illegible].

17. A [illegible] was [illegible] from *Earned Degrees Conferred: Bachelor's and Higher Degrees* for the four academic years 1960 through 1963. [illegible] provided breakdown by field but not by sex.

18. Includes recent field, "Earth Sciences, General."

19. Includes recent field "Integrated Fields of Study."

AVAILABILITY STATISTICS, WOMEN HOLDERS OF THE PH.D , 1967-1969
(Top Degree Granting Schools)

Compiled by the Office of the Chancellor, University of Wisconsin

DEPARTMENT	TOTAL WOMEN	% WOMEN
African Languages & Literature		No statistics
Afro-American Studies		No statistics
Agricultural Economics (add Economics)	2/60	.8%/7.0%
Agricultural Engineering	1	2.1%
Agricultural Education	0	0
Agricultural Journalism (add Journalism)	4	9.3%
Agronomy	1	.5%
Anatomy (and Histology)	18	23.0%
Anesthesiology	295	18.9%
Anthropology	64	25.1%
Art (General; Fine and Applied)	882(MA)	40.1/40.8%
(Art Education)	317(MA)	67.7%
Art History	7	21.8%
Astronomy	8	5.5%
Bacteriology	68	22.6%
Behavioral Disabilities		
Biochemistry	117	21.4%
Biophysics	10/167	9.5/7.3%
Botany	37	13.4%
Business & Commerce	17	2.4%
Chemical Engineering	3	.7%
Chemistry	179	8.5%
Civil & Environmental Engineering	0	0
Classics	45	29.0%
Clinical Oncology		No statistics
Communication Arts	67	17.7%
Communicative Disorders	12	23.0%
Comparative Literature		30.1% est.
Computing Center (Send Comp. Sci. Stat.)	2	6.0% (68-69)
Computer Sciences	2	6.0% (68-69)
Counseling & Guidance	64	21.2%
Curriculum & Instruction	45	22.3%
Dairy Science	2	3.6%
East Asian Languages & Literature	0	0
Economics	58	7.0%
Educational Administration	60	10.6%
Educational Policy Studies	24	17.6%
Educational Psychology	42	27.0%
Electrical Engineering	4	.6%
Engineering Mechanics	0	0.
English	388	28.1%
Entomology	15	7.1%
Environmental Design		No statistics
Family Practice	9	4.1%
Food Science (also send Nutrition)	3	3.9%
Forestry	0	0

DEPARTMENT	TOTAL WOMEN		% WOMEN
French	89		41.7%
Genetics	16		12.0%
Geography	4		2.1%
Geology	17		4.9%
Geophysics (with Geology)	0		0
German	52		27.5%
Gynecology & Obstetrics**	236		10.5%
Hebrew & Semitic Studies	1		50.0% (68-69)
History	131		12.9%
History of Medicine			No statistics
History of Science	547	(composite)	9.4%
Home Economics Education & Extension			100.0%
Home Management & Family Living	14		35.0%
Horticulture	1		1.4%
Indian Studies	0		0
Industrial Engineering	2		1.3%
Internal Medicine	498	(residents)	7.8%
Italian	6		33.3%
Journalism	4		9.3%
Landscape Architecture			No statistics
Law	496	(LLB/JD)	4.7%
Library Science (Send to Library School & General Library)	2997	(MS)	78.4%
Linguistics	33		22.2%
Mathematics	55		5.5%
Mathematics Research Center	55		5.5%
Meat & Animal Science	2		1.8%
Mechanical Engineering	1		.4% (67-68)
Medical Genetics (see Genetics)			
Medical Microbiology (Send Bacteriology)	68		22.6%
Medical School: Clinical Departments			
Medicine (first professional degree)	394	(M.D.)	7.9%
Metallurgical & Mineral Engineering	2		1.6% (67-68)
Metereology	1		2.7% (67-68)
Military Departments		OMIT	
Molecular Biology (Composite listed second)	5/278		20%/20.5%
Music	54		15.0%
Neurology**	47		6.1%
Neurophysiology			No statistics
Nuclear Engineering	0		0
Nursing		OMIT	
Nutritional Sciences	10		16.3%
Oncology			No statistics
Ophthamology**	54		4.3%
Pathology	1	(Ph.D.)	2.3%
Pediatrics**	688		29.2%
Pharmaceutical Chemistry	4		5.0%
Pharmacology	22		14.9%
Pharmacy	7		8.9%
Philosophy	39		10.6%
Physical Education: Men/Women		OMIT	

102

DEPARTMENT	TOTAL WOMEN	% WOMEN
Physics	40	2.4%
Physiology	29	12.8%
Physiological Chemistry (Send Biochemistry)	117	21.4%
Plant Pathology	1	1.5%
Political Science	68	11.2%
Portuguese	1	16.6% (68-69)
Poultry Science	2	3.5%
Preventive Medicine		No statistics
Psychiatry**	395	13.4%
Psychology	337	26.1%
Radiology	117	7.3%
Rehabilitation Medicine **	61	19.8%
Related Art	384	40.1%
Rural Sociology (Send Sociology)	97	18.3%
Russian	10	40.0%
Scandinavian Studies	1	50.0% (67-68)
Slavic Languages (Non-Russian)	10	30.3%
Social Work	38	39.2%
Sociology	97	18.3%
Soil Science	1	2.1%
Spanish	52	33.1%
Statistics	8	5.2%
Surgery**	119	2.2%
Textiles & Clothing	8	88.8%
Urban & Regional Planning (CF. City Planning)	0	0
Veterinary Science	106	7.4%
Wild Life Ecology (CF. Fish, Game, and Wildlife Management)	0	0
Zoology	72	20.3%
Pathology**	380 (residents)	19.4%

* When noted statistics may be for some other appropriate terminal degree.

** The statistics are derived by combining the number of degrees awarded from both the largest degree-granting institutions and the best ranked departments in the field.

1. The thirty-three institutions which have granted more than 2000 doctorates --

Boston University
California (Berkeley)
Catholic University
Chicago
Columbia
Cornell
Harvard
Illinois
Indiana
Iowa
Iowa State
Johns Hopkins

Mass. Institute of Tech.
Michigan
Michigan State
Minnesota
Missouri
New York University
North Carolina
Northwestern
Ohio State
Pennsylvania
Pennsylvania State
Pittsburgh

Princeton
Purdue
Stanford
Texas
UCLA
Univ. of Southern California
Washington (Seattle)
Wisconsin
Yale

2. Combined with the figures obtained from the above list are those institutions (if not already included) in which the particular department received a 1969 ACE rating of 3.0 or above ("strong" or "distinguished").

The data concerning degrees awarded by the largest degree granting institutions were derived from Higher Education, Earned Degrees Conferred: Part B, Institutional Data Volumes 1967-68 and 1968-69, published by the U. S. Office of Education, Department of Health, Education and Welfare.

The ACE ratings are based on the quality of graduate faculties, as evaluated by members of the profession, and are taken from A Rating of Graduate Programs, edited by Kenneth D. Roose and Charles J. Andersen, and issued by the American Council on Education.

** Statistics for medical fields are for filled residencies in affiliated hospitals, September 1, 1970.

Distributed by the PROJECT ON THE STATUS AND EDUCATION OF WOMEN, Association of American Colleges, 1818 R Street, N.W., Washington, D. C. 20009.

APRIL, 1972

% OF PH. D.'s AWARDED TO WOMEN BY THE TOP FIVE GRADUATE INSTITUTIONS, IN SELECTED DISCIPLINES

Compiled by Lucy W. Sells,
Department of Sociology
University of California at Berkeley

DISCIPLINE	1953-1958				1963-1968			
	Men	Women	Total	% Women	Men	Women	Total	% Women
Sociology	199	37	236	16	191	59	250	24
English	363	50	413	12	387	113	500	23
Psychology	284	68	352	19	434	123	557	22
Anthropology	112	21	133	16	179	41	220	19
History	465	44	509	9	750	97	847	12
Political Science	271	13	284	5	316	40	356	12
Chemistry	748	38	786	5	696	51	747	7
Economics	408	15	423	4	480	36	516	7
Mathematics	227	8	235	3	445	20	485	4
Physics	445	8	450	2	872	24	896	3

Sources: U. S. Office of Education, EARNED DEGREES CONFERRED, Circulars Numbered 417, 461, 499, 527, and 570, for degrees conferred in 1953-1954 through 1957-58, respectively. After 1962, EARNED DEGREES CONFERRED was published by the National Center for Educational Statistics, Washington, D. C. The Top Five rankings for the 1953-1958 period are based on Keniston's 1957 ranking, cited in Allan M. Cartter, AN ASSESSMENT OF QUALITY OF GRADUATE EDUCATION, American Council on Education, Washington, D. C., 1966. The Top Five rankings for 1963-1968 are based on Kenneth D. Roose and Charles J. Andersen, A RATING OF GRADUATE EDUCATION, American Council on Education, Washington, D. C., 1970.

The Top Five Departments for each discipline and time period are.

Sociology:
1957: Harvard, Columbia, Chicago Michigan Cornell
1970: Berkeley, Harvard, Chicago Columbia, Michigan

English:
1957: Harvard, Yale, Columbia, Berkeley, Princeton
1970: Yale, Berkeley, Harvard, Chicago, Princeton

Psychology:
1957: Harvard, Michigan, Yale, Berkeley, Stanford
1970: Stanford, Michigan, Berkeley, Harvard, Illinois

Anthropology:
1957: Chicago, Harvard, Columbia, Berkeley, Yale
1970: Chicago, Berkeley, Michigan, Pennsylvania, Harvard

History:
1957: Harvard, Columbia, Yale, Berkeley, Wisconsin
1970: Harvard, Yale, Berkeley, Princeton, Stanford, Columbia, Wisconsin

Political Science:	1957:	Harvard, Chicago, Berkeley, Columbia, Princeton
	1970:	Yale, Harvard, Berkeley, Chicago, Michigan
Chemistry:	1957:	Harvard, Berkeley, Illinois, Chicago, Wisconsin
	1970:	Harward, Cal. Tech., Stanford, Berkeley, M.I.T.
Economics:	1957:	Harvard, Chicago, Yale, Columbia, Berkeley, Stanford
	1970:	Harvard, M.I.T., Chicago, Yale, Berkeley
Mathematics:	1957:	Harvard, Chicago, Princeton, Berkeley, Michigan
	1970:	Berkeley, Harvard, Princeton, Chicago, M.I.T.
Physics:	1957:	Berkeley, Harvard, Columbia, Princeton, Chicago
	1970:	Cal. Tech., Berkeley, Harvard, Princeton, Stanford, M.I.T.

DOCTORATES GRANTED FROM 1963-1968 BY TOP FIVE GRADUATE FACULTIES, BY SEX AND DISCIPLINE

SOCIOLOGY

University	Men	Women	Total	% Women
1 Berkeley	34	14	48	29
1* Harvard	25	9	34	26
3 Chicago	58	12	70	17
4* Columbia	44	19	63	30
4* Michigan	30	5	35	14
Total	191	59	250	24%

*Tie in rating.

	Men	Women	Total	% Women
1969-70	67	26	93	28%

PSYCHOLOGY

University	Men	Women	Total	% Women
1 Stanford	69	[illegible]	89	22
2 Michigan	130	31	161	19
3 Berkeley	89	36	125	29
4 Harvard	57	21	78	27
5 Illinois	89	15	104	14
Total	434	123	557	22%
1969-70	115	47	162	29%

ENGLISH

University	Men	Women	Total	% Women
1 Yale	71	35	106	33
2* Berkeley	62	23	85	27
2* Harvard	160	43	203	21
4* Chicago	39	10	49	20
4* Princeton	55	2	57	4
Total	387	113	500	23%

*Tie in rating.

	Men	Women	Total	% Women
969-70	102	34	136	25%

ANTHROPOLOGY

University	Men	Women	Total	% Women
1 Chicago	46	7	53	14
2 Berkeley	49	12	61	20
3 Michigan	24	2	26	--
4 Pennsylvania	12	4	16	--
5 Harvard	48	16	64	25
Total	179	41	220	19%
1969-70	41	18	59	31%

Sources: Degree figures compiled from EARNED DEGREES CONFERRED, published annually by U. S. Office of Education, National Center for Educational Statistics, Washington, D. C., 1963, 1964, 1965, 1966, and 1967. Rating of quality of graduate faculty taken from A RATING OF GRADUATE PROGRAMS, Kenneth D. Roose and Charles J. Andersen, Washington, D. C., American Council on Education, 1970.

969-70 data from same schools in each field -- U.S.O.E. 72-2, EARNED DEGREES CONFERRED.

HISTORY

University	Men	Women	Total	% Women
1* Harvard	163	25	188	13
1* Yale	63	16	79	--
3 Berkeley	122	12	134	9
4 Princeton	47	--	47	--
5* Columbia	146	32	178	18
5* Stanford	46	4	50	8
5* Wisconsin	163	8	171	5
Total	750	97	847	12%

*Tie in rating.

1969-70	239	43	282	15%

POLITICAL SCIENCE

University	Men	Women	Total	% Women
1 Yale	30	5	35	14
2 Harvard	114	20	134	15
3 Berkeley	74	6	80	8
4 Chicago	48	6	54	11
5 Michigan	50	3	53	6
Total	310	41	351	12%
1969-70	58	10	68	15%

CHEMISTRY

University	Men	Women	Total	% Women
1 Harvard	117	12	129	9
2 Cal. Tech.	83	2	85	2
3* Stanford	83	9	92	10
3* Berkeley	230	14	244	6
5 M.I.T.	183	14	197	7
Total	696	51	747	7%

*Tie in rating.

1969-70	140	7	147	5%

ECONOMICS

University	Men	Women	Total	% Women
1* Harvard	138	13	151	9
1* M.I.T.	101	4	105	4
3 Chicago	69	3	72	4
4 Yale	71	4	75	5
5 Berkeley	101	12	113	11
Total	480	36	516	7%

*Tie in rating.

1969-70	126	5	131	4%

PHYSICS

University	Men	Women	Total	% Women
1* Cal Tech	78	3	81	4
1* Berkeley	275	6	281	2
1* Harvard	113	3	116	3

*Tie in rating.

MATHEMATICS

University	Men	Women	Total	% Women
1* Berkeley	147	7	154	5
1* Harvard	68	3	71	4
3 Princeton	72	-	72	-

*Tie in rating.

Physics cont'd.:

University	Men	Women	Total	% Women
4 Princeton	107	1	108	1
5* Stanford	105	3	108	3
5* M.I.T.	194	8	202	4
Total	872	24	896	3%

*Tie in rating.

Mathematics cont'd.:

University	Men	Women	Total	% Women
4 Chicago	69	5	74	7
5 M.I.T.	109	5	114	4
Total	465	20	485	4%

* * * * * * *

Distributed by the PORJECT ON THE STATUS AND EDUCATION OF WOMEN, Association of American Colleges, 1818 R Street, N.W., Washington, D. C. 20009.

APRIL, 1972

INSTITUTIONS WITH FEMALE ENROLLMENT FOR ADVANCED DEGREES, BY AREAS OR FIELD OF STUDY*

Agronomy, Field Crops
IL Un. of Ill. Urbana Campus
NY SUNY C. of Agr. at Crnl. U.

Animal Science
AR U. of Ark. Main Campus
TX Texas A & M University

Dairy Science
IL U. of Ill. Urbana Campus
MD U. of Maryland - all campus

Fish, Game or Wildlife Management
CO Colorado State University

Food Science
GA U. of Georgia
LA La. State U. Baton Rouge
MD U. of Maryland all campus
NY SUNY C. of Agr. at Crnl. U.
WI U. of Wisconsin - Madison

Horticulture
FL U. of Florida
HI U. of Hawaii Main Campus
SC Clemson U. Main Campus
WI U. of Wisconsin - Madison

Ornamental Horticulture
GA U. of Georgia
TX Texas A & M University
VA Va. Poly. Inst. & State U.

Poultry Science
CO Colorado State U.
MD U. of Maryland - all campus
VA Va. Poly. Inst. & State U.

Soil Science
IA Iowa State U. Sci. & Techn.
MN U. of Minn. all campus
VT U. of Vt. & State Agr. College

Agriculture, all other fields
AL Tuskegee Institute
MS Miss. State U.
RI U. of Rhode Island
TX Texas A & M University

---

* Source: U.S. Department of Health, Education and Welfare, Publication No. (OE) 72-31, *Students Enrolled for Advanced Degrees*, Fall, 1970.

Architecture
Yale University
Harvard U.
MA Mass. Insti. of Tech.
PA U. of Pennsylvania

Biology, General
CA Stanford University
CA U. of Calif. - San Diego
CO U. of Colorado
CT Yale University
FL Florida State University
IL Northwestern University
IL University of Chicago
MD John Hopkins U.
MA Boston University
MA Harvard U.
MA Mass. Insti. of Tech.
NY CUNY Graduate Center
NY New York University
NY Suny State U. of Albany
PA U. of Pittsburg
TX U. of Houston

Botany, General
CA U. of Calif. at Berkeley
MI U. of Mich. Main Campus
Ohio State Univ. Main Camp.
WI U. of Wisc. at Madison

Zoology, General
CA U. of Calif. at Berkeley
IN Indiana U. at Bloomington
MD U. of Maryland
MI U. of Mich. Main Campus
MN U. of Minn.
MO U. of Missouri at Columbia
NJ Rutgers U. at New Brunswick
OH Ohio State U. Main Campus
WI U. of Wisc. at Madison

Anatomy & Histology
CA U. of Calif. at Los Angeles
IL U. of Ill. Med. Center - Chicago
MA Harvard U.

Bacteriology, etc.
CA U. of Calif. - Los Angeles
GA U. of Georgia
IL U. of Chicago
MN U. of Minn.
PA U. of Pennsylvania
TX U. of Texas at Austin
WI U. of Wisc. at Madison

Biochemistry
CA U. of Calif. at Davis
IL U. of Ill. Med. Ctr. - Chicago
IL U. of Ill. Urbana Campus
MA Boston U.
MA Harvard U.
MN U. of Minn
NY Columbia U. - Main Division
OK U. of Oklahoma Main Campus
TX U. of Texas at Austin
WI U. of Wisc. at Madison

Biophysics
CA U. of Calif. at Berkeley
NY U. of Rochester
PA U. of Pittsburg Main Campus

Cytology
CA U. of Calif. at Irvine

Ecology
MN U. of Minn.
NC U. of North C. at Chapel Hill
OH U. of Dayton

Entomology
AL Auburn University
CA U. of Calif. at Riverside
GA U. of Georgia
IL U. of Ill. Urbana Campus
OR Oregon State U.

Genetics
CA U. of Calif. at Berkeley
MI U. of Mich. Main Campus
MN U. of Minn.
NY SUNY College of Agr. at Central U.
NC U. of N.C. at Chapel Hill
TX U. of Texas at Austin
WI U. of Wisc. at Madison

Molecular Biology
CA U. of Calif. at Berkeley
CA U. of Calif. at Irvine
CO U. of Colorado
PA U. of Pennsylvania
WI U. of Wisc. at Madison

Nutrition
CA U. of Calif. at Berkeley
MA Mass. Inst. of Techno.
NY Columbia U. Teachers College
TN U. of Tenn. at Knoxville
WI U. of Wisc. at Madison

BEST COPY AVAILABLE

Pathology
IL U. of Ill. Med. Ctr. - Chicago
MO U. of Missouri at Columbia
NC Duke University
PA U. of Pennsylvania

Pharmacology
CA U. of Calif. San Francisco Med. Ctr.
CT Yale University
IL U. of Ill. Med. Ctr. - Chicago

Physiology
AL U. of Alabama - Birmingham
CA U. of Calif. - Berkeley
DC Howard University
IL U. of Ill. Urbana Campus
NC Duke University
NC U. of N.C. at Chapel Hill

Plant Pathology
FL Univ. of Florida
GA Univ. of Georgia
IA Iowa State U. Sci. & Techn.
MN U. of Minn.
OR Oregon State University
TX U. of Houston

Plant Physiology
CA U. of Calif. - Davis
TX U. of Texas - Austin

Biological Sciences, all other Fields
AL U. of Alabama - Birmingham
CT U. of Conn. - Main Campus
IN Purdue U. - Main Campus
NY Columbia U.
NY SUNY St. U. Stony Brook
NY U. of Rochester
RI Brown University
WI U. of Wisc. - Madison

Business & Commerce, General
CA Golden Gate College
IL U. of Chicago
MI U. of Mich. - Main Campus
MN U. of Minn.
NV U. of Nevada - Los Vegas
NY Columbia University

Accounting
IL DePaul University
TX U. of Texas at Austin
WI U. of Wisc. - Madison

Finance, Banking
FL Florida State University
OH Case Western Reserve U.
PA U. of Pennsylvania

Marketing
AL U. of Alabama - Tuscaloosa
FL Florida State University
MO St. Louis U. - Main Campus
PA U. of Penn.
TX North Texas St. U.

Business & Commerce
AZ Thunderbird Graduate School
IL DePaul University
MA Harvard University
NY New York University
TX U. of Texas at Austin

City Planning
DC Howard University
FL Florida State University
MA Harvard University
MA Mass. Inst. of Technology
NY Columbia U. Main Division
NY Cornell U. Main Campus
NY Pratt Institute
PA U. of Penn.
PA U. of Pittsburg, Main Campus

Computer Science
HI U. of Hawaii Main Campus
MO Washington U.
NY SUNY State U. - Albany
TX U. of Texas - Austin
WI U. of Wisconsin - Madison

Systems Analysis
GA Georgia State U.

Comp. Sci. & Systems Anal., Other Fields
IL U. of Chicago
MI U. of Mich. - Main Campus

Physical Education
CA U. of Southern Calif.
FL Florida State U.
IN Indiana U. - Bloomington
IA U. of Iowa
MD U. of Maryland
MA Smith College
NY Columbia U. Teachers College
NC U. of N.C. - Greensboro
OH Ohio State U. - Main Campus
OK Okla. State U. - Main Campus
TX Texas Woman's U.
WI U. of Wisconsin - Madison

Health Education

NY Columbia U.
TX U. of Texas Woman's U.

[illegible]

IN Indiana U. - Bloomington
NY Columbia U. Teachers College
NC U. of N.C. - Chapel Hill

Ed. of the Mentally Retarded

CT U. of Conn. St. College
FL Florida State University
MA Boston University
NY Syracuse University
WI U. of Wisc. - Madison

Ed. of the Gifted

FL U. of South Florida

Ed. of the Deaf

DC Gallaudet College
FL Florida State U.
NY Columbia U. Teachers College

Speech & Hearing Impaired

CO Colorado State U.
CO U. of Colorado
CT U. of Conn. - Main Campus
FL Florida State U.
IA U. of Iowa
MD U. of Maryland
MN U. of Minn.
MO Washington University
NJ Seton Hall University
NY Columbia U. Teachers College
OK U./of Okla. - Main Campus
TX U. of Texas - Austin
VA U. of Virginia - Main Campus

Ed. of the Visually Handicapped

MA Boston College

Ed. of the Emotionally Disturbed

MA Boston College

Ed. of the Emotionally Disturbed

NY Columbia U. Teachers College
NY Yeshiva U.
WI U. of Wisc. - Madison

Special Learning Disability

MA Boston University
TX U. of Texas - Austin

Ed. of the Crippled

PA Temple University

Admin. of Special Ed.

OR U. of Oregon Main Campus
PA Temple University

Ed. of other Exceptional Children

AZ Arizona State U.
IL Depaul University
IA University of Iowa
MA Boston College
NY Hofstra University
TN George Peabody College for Teachers
WI U. of Wisc. - Milwaukee

Art Education

AZ Arizona State U.
FL Florida State U.
IL U. of Chicago
NY Columbia U. Teachers College
SC U. of SC - Main Campus

Business or Commercial Ed.

AZ Arizona State U.
GA Georgia State U.
IN Indiana U. - Bloomington
KY U. of Kentucky Main Campus
MA Boston U.
NC N.C. Central U.
NC U. of N.C. - Greensboro
OK Okla. State U. - Main Campus
PA U. of Pittsburg - Main Campus

Distributive Ed. Retail Selling

FL U. of South Florida
MI Mich. State U.

Home Economics Ed.

FL Florida State U.
KY U. of Kentucky - Main Campus
MN U. of Minn.
NM U. of N.M.
OK Okla. State U. Main Campus

Industrial Arts Ed., Nonvocational

IL U. of Ill. Urbana

Music Ed.

CO U. of Colorado
FL Florida State U.
IL U. of Ill. Urbana Campus
KS Wichita State U.
MA Boston U.
MN U. of Minn.
NY Columbia U. Teachers College
NC U. of N.C. - Chapel Hill
TX U. of Texas - Austin

Trade or Industrial Ed., Vocational

IL U. of Ill. Urbana Campus
OK Okla. State U. Main Campus

Specialized Teaching Fields, all other

IL DePaul U.
IN Indiana U. - Bloomington
MD U. of Maryland
MA Boston U.
NY Hofstra U.
NY New York U.
NY Syracuse U.
PA U. of Penn.
PA U. of Pittsburgh Main Campus

Nursery or Kindergarten Ed.

NY Cornell U. Main Campus
NY Syracuse U.

Early Childhood Ed.

FL Florida State U.
IL U. of Ill. Urbana Campus
NY Columbia U. Teachers College
RI Rhode Island College

Elementary Education

AZ Arizona State U.
GA Atlanta U.
HI U. of Hawaii Main Campus
IL U. of Ill. Urbana Campus
KY U. of Kentucky Main Campus
MA Boston U.
MN U. of Minn.
MS Missip. State College for Women
NY Syracuse U.
OH Antioch College Main Campus
OK Okla. State U. - Main Campus
PA U. of Pittsburgh - Main Campus

Secondary Ed.

AZ Arizona State U.
CA Chapman College
HI U. of Hawaii Main Campus
IA U. of Iowa
KY U. of Kentucky Main Campus
MI Mich. State U.
OH Antioch College Main Campus
OK Okla State U. Main Campus
PA U. of Pittsburgh Main Campus

Combined Elementary & Secondary Ed.

MA Suffolk U.
NH U. of New Hampshire
TX U. of Texas - Austin

Adult Ed.

AZ Arizona State U.
FL Florida State U.
MA Boston U.
MI Michigan State U.

General Teaching Fields, all other

FL Florida State U.
MD U. of Maryland
NY Columbia U. Teachers College
NY SUNY C. Human Ecology Crnl.
OK Okla. State U. Main Campus
TX North Texas State U.

Education Specialist

AZ U. of Arizona
DC George Washingt U.
IN Ball State U.
KY Murray State U.
LA Nicholls State U.
MS U. of Mississippi - Main Campus
NM N.M. State U. - Main Campus
NM U. of New Mexico

Ed. Admin., Supervision, Finance

CA Chapman College
DC American U.
IL Depaul University
MD U. of Maryland
MA Boston College
MN U. of Minn.
NY Columbia U. Teachers College
NY New York U.
TX U. of Houston
WI Marquette U.
WI U. of Wisc. - Madison

Counseling & Guidance

AZ Arizona State U.
CA U. of Santa Clara
FL Florida State U.
FL U. of Florida
FL U. of Miami
IL Depaul U.
IA U. of Iowa
MD U. of Maryland
MA Boston College
MA Boston U.
MO U. of Missouri - Columbia
NM U. of New Mexico
NY Columbia U. Teachers College
TX Texas A & M University

Rehabilitation Counselor Training
AL U. of Alabama - Tuscaloosa
Florida State U.
Boston U.
NJ Seton Hall U.

History of Ed.
FL University of Florida
MA Boston University
NY Rutgers U. - New Brunswick
NM U. of New Mexico
NY Columbia U. Teachers College
PA U. of Pennsylvania
WI U. of Wisconsin - Madison

Curriculum & Instruction
FL Florida Atlantic University
MI Wayne State U.
MN U. of Minn.
NY Columbia U. Teachers College
TN U. of Tenn. - Knoxville
TX East Texas State U.
TX U. of Houston
WI U. of Wisc. - Madison
WI U. of Wisc. Milwaukee

Ed., General
AL U. of Alabama - Birmingham
U. of Calif. - Berkeley
U. of Calif. - Los Angeles
CA U. of Southern Calif.
CO U. of Colorado
IL Northwestern University
IL U. of Chicago
IN Purdue U. - Indianapolis
MA U. of Mass. - Amherst Campus
MI Mich. State U.
MN U. of Minn.
MO St. Louis U. - Main Campus
OH Ohio State U. - Main Campus
WA U. of Washington

Education, all other fields
CA Stanford U.
DC Howard U.
FL Florida State U.
IN Indiana U. - Bloomington
MD U. of Maryland
MA Boston College
MA Boston U.
MI U. of Michigan - Main Campus
NY Columbia U. Teachers College
NY New York U.

Aerospace, aeronaut, astronaut engr.
CO U. of Colorado
NJ Princeton U.

Agricultural Engr.
GA U. of Georgia
WI U. of Wisc. - Madison

Biomedical Engr.
NY Rensselaer Poly. - Main Campus
PA Drexel U.

Ceramic Engr.
MO U. of Missouri - Rolla

Chemical Engr., Petroleum Refining Engr.
MA Northeastern U.
MI U. of Michigan - Main Campus
MO Washington U.
PA Carnegie - Mellon U.

Civil, Construction, Transport Engr.
AZ U. of Arizona
CA Stanford U.
DC Howard U.
FL U. of Florida
IL Northwestern U.
IL U. of Ill. Urbana Campus
MA Mass. Inst. of Techn.
MO Washington U.

Electrical Engr., Electronics
AZ Arizona State U.
CA Stanford U.
CA U. of Calif. - Berkeley
IL Northwestern U.
MD U. of Maryland
MA Mass. Inst. of Techn.
MA Northeastern U.
MN U. of Minn.
PA Carnegie - Mellon U.
TX U. of Texas - Austin

Engr. Sci., Mech. Physics; Sci. Engr.
AL U. of Alabama - Tuscaloosa
CA Calif. Inst. of Techn.
CA U. of Calif. - San Diego
IL Ill. Inst. Techn.
IL Northwestern U.
NY Columbia U.
NY SUNY State U. - Binghamton
VA U. of Virginia - Main Campus

Environmental Health, Sanitary Engr.

[illegible]
OK U. of Oklahoma - Main Campus
PA Drexel U.

General Engr.

CA U. of Calif. - Berkeley
CA U. of Calif. - Davis
CA U. of Calif. - Los Angeles
OH Case Western Reserve U.

Industrial or Management Engr.

IL Northwestern U.
MD Johns Hopkins U.
MI U. of Mich. - Main Campus
NY SUNY St. U. - Buffalo Main Campus
OK U. of Oklahoma - Main Campus

Mechanical Engr.

IN Purdue U. - Main Campus
MD Johns Hopkins U.

Metallurgical, Etc.

CA Stanford U.
FL U. of Florida
IN Purdue U. - Main Campus
MA Mass. Inst. of Techn.
NY Cornell U. - Main Campus
PA U. of Pennsylvania

Mining, Mineral Engr: Mineral Dressing

CA Stanford U.

Naval Architecture & Marine Engr.

MA Mass. Inst. of Techn.
MI U. of Mich. - Main Campus

Nuclear Engr.

CA U. of Calif. Berkeley
DC Catholic U. of America
MA Mass. Inst. of Techn.
OR Oregon State U.
TN U. of Tenn. - Knoxville

Petroleum Engr.

CA Stanford University

Engr., All other fields

CT Yale University
MA Harvard University
MA Northeastern University
NY New York University
NC U. of N.C. - Chapel Hill
PA U. of Pennsylvania

English & Literature

AL Auburn University
AZ Arizona State U.
AR U. of Arkansas - Main Campus
CA U. of Calif. - Berkeley
CA U. of Calif - Los Angeles
CA U. of Calif. - San Diego
CO U. of Colorado
CT U. of Conn. - Main Campus
CT Yale U.
DC Howard U.
FL Florida State U.
FL U. of Florida
IL U. of Ill. - Urbana Campus
IL U. of Chicago
IN Indiana U. - Bloomington
IN U. of Notre Dame
IA U. of Iowa
LA Tulane U. of Louisiana
MD U. of Maryland
MA Brandeis U.
MA Harvard U.
MA TUFTS U.
MI Mich. State U.
MI U. of Mich. - Main Campus
MN U. of Minn.
NJ Rutgers U. - New Brunswick
NY Columbia U.
NY Cornell U. - Main Campus
NY New York U.
NY SUNY St. U. - Buffalo
NY SUNY St. U. - Stony Brook
NY Syracuse U.
NC U. of N.C. - Chapel Hill
OH Kent State U. - Main Campus
PA U. of Penn.
PA U. of Pittsburgh - Main Campus
RI Brown University
TN Vanderbilt University
TX U. of Texas - Austin
WI U. of Wisco. Madison

Journalism

IA U. of Iowa
MI U. of Mich. - Main Campus
MN U. of Minn.
MO U. of Missouri - Columbia
NY Syracuse U.
OK U. of Okla. - Main Campus
UT Brigham Young U.
WI U. of Wisc. - Madison

Art, General
CA U. of Calif. - Los Angeles
CT Yale U.
FL Florida State U.
IL U. of Ill. - Main Campus
IL U. of Chicago
IA U. of Iowa
LA Tulane U. of Louisiana
MA Harvard U.
MA U. of Mass. - Amherst Campus
NJ Princeton U.
NY New York U.
NY Pratt Institute
PA U. of Pittsburgh - Main Campus
WI U. of Wisc. - Madison

Music, [illegible] Music
FL Florida State U.
IN Indiana U. - Bloomington
IA U. of Iowa
MI U. of Mich. - Main Campus
MN U. of Minn.
NY Manhattan School of Music
NY The Juilliard School
NY U. of Rochester
NC U. of N. C. Chapel Hill
TX U. of Texas - Austin

Speech & Dramatic Arts
CT Yale University
FL Florida State U.
IL Northwestern U.
IL U. of Ill. - Urbana Campus
LA La. State U. - Baton Rouge
MI U. of Mich. - Main Campus
MN U. of Minn.
NY Columbia U.
OH Ohio State U. - Main Campus
PA U. of Pittsburgh - Main Campus
TX U. of Texas - Austin
WI U. of Wisc. - Madison

Fine & Applied Arts, all other fields
CA U. of Calif. - Berkeley
CA U. of Calif. - Los Angeles
CT Yale U.
IL School of Art Inst. - Chicago
MI Cranbrook Academy of Art
MN U. of Minn.
NY Columbia U.
NY New York U.
OH Ohio State U. - Main Campus
PA U. of Pennsylvania

Folklore
IN Indiana U. at Bloomington
PA U. of Pennsylvania

Linguistics
CA Stanford U.
CA U. of Calif. - Berkeley
DC Georgetown U.
IL U. of Chicago
MI U. of Mich. - Main Campus
NY Cornell U. - Main Campus
TX U. of Texas - Austin

Latin, Classical Greek
IL U. of Chicago
MA Harvard U.
MI U. of Mich., Main Campus
NY Columbia U.
NC Duke U.
NC U. of N.C. - Chapel Hill
RI Brown U.
TX U. of Texas - Austin

Modern Languages (more than two)
MI Wayne State U.
PA U. of Pennsylvania

French
CA U. of Calif. - Berkeley
CA U. of Calif. - Los Angeles
CO U. of Colorado
CT Yale U.
IL U. of Chicago
IL Northwestern U.
IN Indiana U. - Bloomington
MD U. of Maryland
MN U. of Minn.
NY Columbia U.
NY CUNY Graduate Center
NC Ul of N.C. - Chapel Hill
PA U. of Pittsburgh - Main Campus
WI U. of Wisc. - Madison

Italian
MN U. of Minn.
NJ Rutgers U. - New Brunswick
NY Columbia U.
VA U. of Va. - Main Campus

Portuguese
NY CUNY Graduate Center
TN Vanderbilt U.

Spanish

Arizona State U.
U. of Colorado
FL Florida State U.
IL U. of Ill. - Urbana Campus
IN Indiana U. - Bloomington
LA Tulane U. of La.
MN U. of Minn.
NY Columbia U.
NY CUNY Graduate Center
TX U. of Texas - Austin
WI U. of Wisc. - Madison

Philology & Lit. of Romance Languages

CA U. of Calif. - Berkeley
MD Johns Hopkins U.
MA Harvard U.
WA U. of Washington

German

CA Stanford U.
CA U. of Calif. - Berkeley
CO U. of Colorado
IL U. of Chicago
MD Johns Hopkins U.
MA Boston College
MI U. of Mich. - Main Campus
U. of Minn.
NY Columbia U.
OH Ohio State U. - Main Campus
PA U. of Penn.
PA U. of Pittsburgh - Main Campus
WA U. of Washington
WI U. of Wisc. - Madison

Other Germanic Languages

IN Indiana U. at Bloomington
MA Harvard U.

Philology & Lit. of Germanic Lang.

NJ Princeton U.
NY Cornell U. - Main Campus

Arabic

IL U. of Chicago

Chinese

IL U. of Chicago
NY Columbia U.
WI U. of Wisc. - Madison

Hebrew

Columbia U.

Japanese

CA Stanford U.
IL U. of Chicago

Russian

CO U. of Colorado
IL U. of Ill. - Urbana Campus
IL U. of Chicago
RI Brown U.
TX U. of Texas - Austin

Other Slavic Languages

MA Harvard U.
NY Columbia U.
NY New York U.
OH Ohio State U. - Main Campus
PA U. of Pennsylvania

Foreign Lang. & Lit., all other fields

CA U. of Calif. - Los Angeles
CT Yale U.
MA Harvard U.
NY U. of Rochester
OH Ohio State U. - Main Campus
TX U. of Texas - Austin

Forestry

CA U. of Calif. - Berkeley
CO Colo. State U.
CT Yale U.

Geography

AZ Arizona State U.
CO U. of Colorado
FL U. of Florida
HI U. of Hawaii - Main Campus
IL Northwestern U.
MN U. of Minn.
NY Columbia U.
OR Oregon State U.

Hospital Administration

DC George Washington U.
MA Boston U.

Nursing, Public Health Nursing

CA U. of Calif. San Francisco Med. Ctr.
CT Yale U.
DC Catholic U. of America
MD U. of Maryland
MA Boston College
MA Boston U.
MO St. Louis U. - Main Campus
NY SUNY Health Sci. Ctr. Bflo.
OH Case Western Reserve U.
PA U. of Pennsylvania
PA U. of Pittsburgh - Main Campus

[illegible]
VA [illegible] Coll.
[illegible]
[illegible] U.

[illegible]
KS U. of Kansas
[illegible]
PA U. of [illegible] - Main Campus
[illegible]
NY St. John's U.

[illegible] Physiotherapy
[illegible]
PA [illegible] U.
OH Case Western Reserve U.

Public Health
CA U. of Calif. - Los Angeles
CT Yale U.
HI U. of Hawaii - Main Campus
MD Johns Hopkins U.
MA Harvard U.
MI U. of Mich. - Main Campus
NC U. of N.C. - Chapel Hill

Clinical [illegible] Sciences
PA U. of Pittsburgh - Main Campus

[illegible] Medical Sciences
IA U. of Iowa
NY Cornell U. - Main Campus
PA U. of Pittsburgh - Main Campus

Clinical Vet. Medical Sciences
IL U. of Ill. - Urbana Campus
WA Washington State University

Health Professions, all other fields
CA U. of Calif. - Berkeley
LA Tulane U. of La.
MI U. of Mich. - Main Campus
PA Temple University
TX U. Texas Grad. Sch. Biomed. Sci.

Home Economics, General
AZ Arizona State U.
DC Howard U.
GA U. of Georgia
MN U. of Minn.
OH Ohio State U. - Main Campus

Child Develop., Family Relations
FL Florida State U.
IA U. of Iowa
MI Michigan State U.
NY SUNY Coll. Human Ecol. Crnl.
OK Okla. State U. - Main Campus
TX Texas Woman's U.

Clothing & Textiles
FL Florida State U.
MD U. of Maryland
NC U. of N.C. - Greensboro
OK Okla. State U. - Main Campus
TN U. of Tenn. - Knoxville

Foods and Nutrition
IN Purdue U. - Main Campus
IA Iowa State U. Sc. & Techn.
KS Kansas State U. Agr. & App. Sci.
MD U. of Maryland All Campus
OH Case Western Reserve U.
TN U. of Tenn. Knoxville
TX U. of Texas - Austin

Institution Management or Administration
KS Kansas St. U. Agr. & App. Sci.

Home Economics, All other fields
IN Purdue U. - Main Campus
OK Okla. State U. Main Campus
TN U. of Tenn. Knoxville

Law
DC George Wash. U.
DC Georgetown U.

Library Science
FL Florida State U.
HI U. of Hawaii Main Campus
IL U. of Chicago
LA La. State U. Baton Rouge
MI U. Mich. Main Campus
MN U. of Minn. all campus
NY Columbia U. Main Division
NY Pratt Insti.
NY SUNY College at Geneseo
NY Syracuse U.
OH Case Western Reserve
PA Villanova U.

119

Mathematics
AL Auburn U. all campus
U. of Cal. Los Angeles
Florida State U.
IL U. of Ill. Urbana Campus
IL Western Ill. U.
IN Purdue U.
MD U. of Maryland all campus
MA Boston U.
MI U. of Mich. Main Campus
MN U. of Minn. all campus
NY Columbia U. Teachers College
NY New York U.
NY SUNY U. Stony Bk. Main Campus
NY Syracuse U.
OH Ohio State U. Main Campus
TX U. of Texas at Austin
TX U. of Houston

Statistics
CA Stanford U.
CA U. of Cal. Berkeley
FL Florida State U.
OH Case Western Reserve
VA Va. Poly Inst. & State U.

Philosophy
CA U. of Cal. Berkeley
Georgetown U.
U. of Chicago
IN U. of Notre Dame
MA Boston U.
MI Mich. State U.
MN U. of Minn. all campus
MO U. of Missouri Columbia
NY CUNY Grad. Center
PA U. of Penn.

Scholastic Philosophy
MO Saint Louis U. Main Campus

Physical Sciences, General
NY New York U.

Astronomy
FL U. of Florida
MD U. of Maryland all campus
MA Harvard U.
MI U. of Mich. Main Campus

Chemistry
CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
CT Yale U.
IL Northwestern Ill. U.
IL U. of Ill. Urbana Campus
IL U. of Chicago
MD U. of Maryland all campus
MA Mass. Inst. of Techn.
MN U. of Minn. all campus
NY Columbia U. Main Campus
OH Ohio State U. Main Campus
PA U. of Penn.
TX U. of Texas at Austin

Meteorology
CA U. of Cal. Los Angeles
MD U. of Maryland all campus

Pharmaceutical Chemistry
CA U. Cal. San Francisco Med. Ctr.
IL U. of Ill. Med. Ctr. Chicago
MN U. of Minn. all campus
PA Temple U.

Physics
CA U. of Cal. Riverside
FL U. of Florida
IL Northwestern U.
IL U. of Chicago
MD U. of Maryland all campus
MA Boston College
NY Columbia U. Main Division
NY Cornell U. Main Campus
NY SUNY St. U. Stony Bk. Main campus
NY University of Rochester
PA U. of Pittsburgh - Main Campus

Geology
MA Harvard U.
MA U. of Mass. Amherst Campus
NY Columbia U. Main Campus
NY Syracuse U.
VA Va. Poly. Inst. & State U.

Geophysics
IL U. of Chicago

Oceanography
CA U. of Cal. San Diego
FL Florida State U.
VA C. William & Mary Main Campus

[illegible], all other fields
[illegible]
MN U. of Minn. all campus

[illegible], all other fields
CT U. of Conn. Main Campus
OH Ohio State U. Main Campus
WI U. of Wisconsin Madison

General Psychology
CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
CO U. of Colo. all campus
GA Georgia State U.
IL Northwestern U.
IL U. of Chicago
MA Boston U.
MI U. of Mich. Main Campus
MN U. of Minn. all campus
NY CUNY Graduate Center
OH Ohio State U. Main Campus
PA U. of Pittsburgh Main Campus

Clinical Psychology
CT U. of Conn. Main Campus
FL U. of Florida
Il U. of Ill. Urbana Campus
NY Adelphi U.
NY Columbia U. Teachers College
PA Temple U.
TX U. of Houston

Counseling & Guidance
CO Colorado State U.
IL George Williams College
MD U. of Maryland all campus
MA Boston U.
NY Columbia U. Teachers College

Rehabilitation Counselor Training
NY Columbia U. Teachers College
VA Virginia Commonwealth U.

Educational Psychology
MI U. Michigan Main Campus
PA Temple University
TX University of Houston

Psychology, all other fields
CA Stanford University
FL Florida State University
MI Wayne State University
MO St. Louis U. Main Campus
NY Columbia U. Teachers College
PA Temple U.
TN U. of Tenn. Knoxville
WI U. of Wisconsin Madison

Religious Education, Bible
CA Graduate Theol. Union
DC Catholic U. of America
KY Southern Baptist Theol. Sem.
NJ Princeton Theological Sem.
TX Southwestern Bapt. Theol. Sem.
VA Presby. Sch. of Christian Ed.

Theology
CA Graduate Theol. Sem.
IL Northwestern U.
IN U. of Notre Dame
IA Aquinas Inst. Sch. of Theol.
MA Boston U.
NY Union Theological Sem.
WI Marquette U.

Religion, Liberal Arts Curriculum
CT Yale U.
FL Florida State U.
Il U. of Chicago
MA Andover Newton Theol. Sch.
NY Columbia U. Main Campus
PA Temple U.

Religion, all other fields
LA New Orleans Bapt. Theol. Sem.
MA Harvard U.
TN Scarritt College

Social Sciences, General
FL Florida State U.
IL U. of Chicago
MD Johns Hopkins U.
MA Boston U.
NY Syracuse U.

American Studies, Civilization, Culture
CT Yale U.
MI U. Mich. Main Campus
MN U. Minn. all campus
PA U. of Penn.
TX U. of Texas at Austin

Anthropology

CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
CO U. of Colo. all campus
IL Northwestern U.
IN Indiana U. Bloomington
MA Harvard U.
MI U. of Mich. Main Campus
NY Columbia U. Main Campus
NY Cornell U. Main Campus
NY Syracuse U.
PA U. of Penn.
PA U. of Pittsburgh Main Campus

Area or Regional Studies

DC Howard U.
HI U. of Hawaii Main Campus
MA Brandeis U.
MA Harvard U.
PA U. of Penn.
TX U. of Texas at Austin

Economics

CA U. of Cal. Los Angeles
FL Florida State U.
IL Northwestern U.
MA Harvard U.
MI U. of Michigan Main Campus
NY Cornell U. Main Campus
PA U. of Penn.
WI U. of Wisconsin

History

AZ Arizona State U.
CA Stanford U.
CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
CO U. of Colo. all campus
CT U. of Conn. Main campus
CT Yale U.
DE U. of Delaware
DC Georgetown U.
DC Howard U.
IL Northwestern U.
IL U. of Chicago
IN Indiana U. Bloomington
IA U. of Iowa
MD U. of Maryland all campus
MA Brandeis U.
MI U. of Mich. Main campus
MN U. Minn. all campus
MO U. of Mo. Columbia
NJ Rutgers U. New Brunswick
NY Columbia U. Main Division
NY Cornell U. Main Campus
NY CUNY Graduate Center
NY SUNY St. U. Stony Bk.
NC U. of N.C. Charlotte

(cont.)

OH Ohio State U. Main campus
OK U. of Okla. Main Campus
PA Temple U.
TN Vanderbilt U.
TX Rice U.
VA U. of Va. Main Campus
WI U. of Wisc. Madison

Internal Relations

MD Johns Hopkins U.
NY Columbia U. Main Div.

Political Science

CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
IL U. of Chicago
IN Indiana U. Bloomington
MA Harvard U.
MA Mass. Insti. Techn.
MI U. of Mich. main campus
NJ Princeton U.
NY Columbia U. main campus
PA Temple U.
TX U. of Texas - Austin
WI U. of Wisconsin - Madison

Sociology

CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
CO U. of Colo. all campus
CT Yale U.
FL Florida U.
IL Northwestern U.
IL U. of Chicago
MD U. of Maryland all campus
MA Boston U.
MA Brandeis U.
MI U. of Mich. main campus
MI Wayne State U.
MN U. of Minn. all campus
NJ Rutgers U. New Brunswick
NY Columbia U. Main Campus
NY CUNY Graduate Center
NC Duke U.
NC U. of N.C. Chapel Hill
OH Case Western Reserve
OH Ohio State U.
PA Temple U.
PA U. of Penn.
TN U. of Tenn. Knoxville
TX U. of Texas Austin
WI U. of Wisc. Madison

[illegible], all other Fields
[illegible]

[illegible]
CA U. of Southern Cal.
MA Harvard U.
MN U. of Minn. all campus
NY Syracuse U.

Social Work, Social Administration
CA U. of Southern Cal.
CO U. of Denver
CT U. of Conn.
FL Florida State U.
IL U. of Chicago
LA La. State U. - Baton Rouge
MD U. of Maryland - all campus
MA Boston U.
MI U. Mich. Main Campus
MI Wayne State U.
NJ Rutgers U. New Brunswick
NY Columbia U. Main Campus
NY New York U.
PA U. of Penn.
PA U. of Pittsburgh Main Campus
TN U. of Tenn. Knoxville
WI U. of Wisconsin Madison
WI U. of Wisconsin Milwaukee

Social Sciences, all other fields
CA U.S. International U.
FL Florida State U.
IL U. of Chicago
KY U. of Louisville
NJ Princeton U.
PA Duquesne U.
WI U. of Wisconsin Madison

Arts, General Program
FL Florida State U.
IL U. of Chicago
NY Syracuse U.
OR Oregon State U.

Arts & Sciences, General Program
HI U. of Hawaii Main Campus
MN U. of Minn. all campus
NY Columbia U. Teachers College

Interarea Fields of Study
CA Cal State U. Dominguez Hls.
GA Georgia State U.
MA Harvard U.
OR U. of Oregon Main Campus
PA Bryn Mawr College
PA Temple U.
PA U. of Penn.
WI U. of Wisconsin Milwaukee

BEST COPY AVAILABLE

All other fields of Study
IL U. of Chicago
IN Indiana U. Bloomington
MI U. Mich. Main Campus
PA U. of Penn.

Dentistry (D.D.S. or D.M.D.)
DC Howard U.
MN U. of Minn. all campus
NB U. of Nebraska
PA U. of Penn.
TN Meharry Medical College
PR U. of Pr. San Juan

Medicine
CA U. Cal. San Frisco Medl. Ctr.
IL U. of Ill. Medl. Ctr. Chicago
MI U. of Mich. Main Campus
MN U. of Minn. all campus
NY New York U.
NY SUNY Downstate Medl. Ctr.
PA The Medl. College of Pa.
TX U. Tex. Medl. Br. Galveston
PR U. of PR San Juan

Optometry
CA U. of Cal Berkeley
PA Pa. College of Optometry

Osteopathy
IL Chicago C. Osteopathic Med.
MO Kansas City C. Osteopathy
PA Phila. College Osteo. Med.

Veterinary Medicine (D.V.M.)
CA U. of Cal. Davis
IN Purdue U. Main Campus
IA Iowa State U. Sci. & Techn.
MI Mich. State U.
PA U. of Penn.

Law (LLB or JD)
CA U. of Cal. Berkeley
CA U. of Cal. Hastings C. Law
CT Yale U.
DC Georgetown U.
IL U. of Chicago
MA Boston U.
MI U. Mich. Main Campus
NY Columbia U. Main Div.
NY New York U.
TX U. of Texas at Austin

ology

	Yale U.
IL	Chicago Theol. Sem.
IL	Garrett Biblical College
KY	Southern Bapt. Theol. Sem.
NJ	Princeton Theol. Sem.
NC	Duke U.
NC	Southeastern Bapt. Theol. Sem.

DESCRIPTION OF INDIVIDUAL ROSTERS

(The organizations included in this section are only the ones with already established rosters, rosters in preparation, or those with definite plans for rosters. The data in this section was corrected and updated in October 1973.)

Association: American Academy of Religion

Group: Women's Caucus - Religious Studies

Person to Contact: Dr. Carol Christ
Department of Religion
Kent Hall
Columbia University
New York, NY

More than 200 names are listed in the registry in the following fields: Contemporary Religious Thought, Ethics, History of Christian Thought, History of Religions, Judaica, New Testament, Old Testament, Philosophy of Religion, Psychology of Religion, Religion and Culture, Religious Education, and Sociology of Religion.

The information listed for each individual includes: name, address, field and specialization, degree, date and institution of degree, present appointment, religious affiliation, title of dissertation or one other work, and location of dossier.

The registry is published and available to non-members for $1.50 a copy. It is financed by membership dues of $5.00. It is distributed in order to promote employment opportunities for academic women and to serve as a directory for teachers and researchers.

There is also a Placement Service at the Boston Theological Institute, 45 Francis Avenue, Cambridge, Massachusetts. The Women's Caucus also publishes a newsletter. It can be obtained from: Women's Caucus - Religious Studies Newsletter, Graduate Theological Union, 2465 Le Conte, Berkeley, California 94709.

Association : American Anthropological Association

Group: Committee on the Status of Women in Anthropology

Person to Contact: Ms. Carol Hamlin
Department of Anthropology
Queen's College - CUNY
Flushing, NY 11367

The Roster of Women Anthropologists lists about 900 individuals according to their field. The fields are: Archaeology, Linguistics Physical Anthropology, and Social/Cultural Anthropology. Each field is broken down by geographic specialty: Africa, Asia, Circum-Mediterranean, Middle America, New World, North America (including USA), Oceania, Old World, and South America.

Information listed for each individual within each specialty: name, address, position, degree, date and institution of degree. There is a separate listing for graduate students.

The roster is mimeographed and available free of charge.

Association : American Association for the Advancement of Science

Group: Women's Caucus of the AAAS - Office of Opportunities in Science

Person to Contact: Dr. Janet W. Brown, Director
Office of Opportunities in Science
American Association for the Advancement of Science
1776 Massachusetts Avenue, N.W.
Washington, DC 20036
Phone: (202) 467-4496

At present the AAAS does not maintain a registry of women in science nor run a placement service.

AAAS is conducting a membership survey which is planned and coded for a computer; women and members of minority groups will be identifiable.

The Office of Opportunities in Science, through a grant from the Ford Foundation, is setting up a project to coordinate the various roster efforts. This will include a conference on rosters which will examine the assumptions behind the roster efforts, their utility and limitations, design an integrated system and common format for the collection of data, work out some policy guidelines on the use of rosters and safeguards against their possible misuse, organize continuing coordination of the work and of funding the effort, policy-making, and publicity on the use of rosters.

The office also has an informal vitae file and a card file of about 200 individuals which is used for recommendations for advisory committees and panels.

Association: The American Association of Immunologists

Group: Committee on the Status of Women

Person to Contact: Mrs. Blanche Raines
American Association of Immunology
9650 Rockville Pike
Bethesda, MD
Phone: (301) 530-7178

There are 160 individuals listed on the roster. All specialties within the profession are represented.

The roster is in the form of a list of names and addresses. The procedure for using the roster is not clearly defined. However, it has been used for making names available for committee appointments and could possibly be used for making recommendations for position vacancies. The cost is minimal and is born by the parent organization.

There is a newsletter and potential employers are listed there. An announcement was made in the newsletter that anyone interested could register.

Association: American Astronomical Society

Group: Working Group on the Status of Women in Astronomy

Person to Contact: Dr. B. T. Lynds
Kitt Peak Observatory
950 North Cherry Avenue
Tuscon, Arizona 85717

The roster lists the 221 women in the society and

BEST COPY AVAILABLE

represents all fields within the discipline.

The roster is used to make recommendations for position vacancies. There is no specific apparatus for handling position openings.

At present the group is just developing and the existing roster is a preliminary one. There are plans to develop a more extensive roster. As it stands, announcements of position openings are handled informally.

Association : American Economic Association

Group: Committee on the Status of Women in the Economic Profession

Person to Contact: H. B. Munzer
131 Kent Street
Brookline, Massachusetts 02146
Phone (617) 731-1722

There is a roster and 1100 women are listed. All specialties within the field including security analysts are represented.

Information in the roster on individuals includes education, current employment description, publications, and preferred employment by type and location.

The roster is maintained on computer cards. It is financed by the Association and is in the process of being more completely developed. All position vacancies referred to the Committee are sent to all women economists on the roster and they are asked to tell their friends.

There is a periodic newsletter which in addition to containing information about job opportunities, describes the Committee's activities past, present, and future.

Association : American Educational Research Association

Group: Women's Caucus

Person to Contact: Ms. Noele Krenkel
5401 Diamond Heights Blvd.
San Francisco, California 94131
Phone (415) 285-3844

There is a roster of the 137 members of the Women's Caucus. The specialty of the Association is, as the name implies, educational research.

The roster is in the form of a card file and is used for circulating the Newsletter of the Caucus. There is no specific method of financing the roster.

There are plans to negotiate with the Association to establish a Task Force to develop a roster with more complete information on members and to possibly establish a roster to be used for other functions.

Association: American Historical Association

Group: Committee on Women Historians

Person to Contact: Dr. Eleanor F. Straub, Women's Roster
American Historical Association
400 A Street, SE, Wash.,DC 20003
Phone (212) 544-2422

The Women's Roster of the AHA contains over [illegible] listings of women historians in all specialties.

Information listed for each individual: name, address, institutional affiliation and rank, degree, expected or attained, date and institution of degree, dissertation subject and advisor, fields of specialization, publications, noteworthy aspects of teaching experience, administrative experience as well as the willingness to consider job offers for teaching, archival, library, museum, and administrative positions.

The roster is used to provide names of women qualified for specific job openings in administration, teaching, and research as well as for conferences and panels. Institutions desiring to use the roster should send a job description specifying the field, time period, rank, salary range, etc. to AHA.

An agreement reached with the Department of Information Systems Management of the University of Maryland has made computerization of the roster possible. The University has offered AHA one year of free computer time and is incorporating the roster into its research and teaching.

Association: American Institute of Planners and the American Society of Planning Officials

Group: AIP-ASPO Joint Women's Rights Committee

Person to Contact: Ms. Karen Hapgood
American Society of Planning Officials
1313 East 60th Street
Chicago, Illinois 60637
Phone (312) 324-3400

A roster is presently being prepared. The number of persons on the roster will depend upon the response. All specialties within the field will be included.

The roster is being financed by the associations. It will be in the form of xerox sheets of questionnaires sent out. It will be used for recommendations for position vacancies, consultant appointments and speaking engagements.

ASPO publishes TAB, a monthly listing of jobs in planning. Requests are answered personally by the Chairperson of the Committee.

Association: American Library Association Social Responsibilities Round Table

Group: Task Force on the Status of Women

Person to Contact: Ms. Elizabeth Dickinson
Technical Services Division
Hennepin County Library
7001 York Ave. So.
Edina, MN 55435

The roster contains the names of 80 individuals. Specialties within the discipline represented are librarians and library educators.

The information available about the individuals includes name, address (home and work), experience, education, foreign language competencies, special subject interest, activity in professional organizations, publications, honors and awards, type(s) of library/responsibilities preferred and possible restrictions such as geographical. The roster is in the form of brief vita. It is financed by the Social Responsibilites Round Table. The Roster is used to make recommendations for position vacancies. Vacancies are sent to Ms. Dickinson who then sends the roster to the relevant person. Announcements of non-librarian positions are sent to roster members on an irregular basis. The roster is run on $150.00 a year. Expenses are kept down by asking recipient of roster to xerox it and return the original. Roster women are asked to send stamped, self-addressed envelopes in which to receive roster forms.

The Task Force on the Status of Women through its roster is attempting to analyze the use and effectiveness of the job roster by sending questionnaires to roster women and to employers who request resumes for specific positions.

Association: American Mathematical Society

Group: Association for Women in Mathematics

Person to Contact: Dr. Mary Gray
Department of Mathematics
American University
Washington, DC 20016
Phone (202) 686-2393

There are 350 to 400 women on the roster of the Association for Women in Mathematics. The fields represented are mathematics, applied mathematics, statistics, computer science and mathematical education.

The information carried on individuals in the roster is taken from the vitae sent in.

The roster is in the form of a card file. It is used to make recommendations for position vacancies, consultant appointments, and speaking engagements. The roster is financed by newsletter subscriptions and dues.

In addition, the American Mathematical Society has a roster of 350 to 400 women with Ph.D.'s in mathematical sciences. It is sent upon payment of a $6.00 fee.

There is a newsletter and position openings are publicized in it. In addition, names are sent for position vacancies and committee appointments.

Association : American Philological Association

Group: American Philological Association Women's Caucus

Person to Contact: Prof. Sarah B. Pomeroy
Box 1264, Hunter College
695 Park Avenue
New York, New York 10021
Phone (716) 360-2406 or 799-9415

There is a roster of women within the Association but at present it contains under 100 names as the Caucus is a very young organization. The specialties in the discipline included are linguistics, ancient history, philosophy, Greek and Latin literature, and classical archaeology.

The American Philological Association has allotted funds for the roster. At present announcement of position openings are made in the newsletter of the caucus, or by the supervisor of the roster, Judith Hallett.

Association : American Physical Society

Group: Committee on the Status of Women in Physics

Person to Contact: Dr. Esther Conwell
Physics Research Laboratory
Xerox Square, W114
Rochester, New York 14644
Phone (716) 872-2000 ext. 24244

The roster of Women in Physics lists about 1,500 women physicists in the following fields: astronomy and astrophysics, atomic and molecular physics, education, physics, electromagnetism, elementary particles, nuclear physics, physical chemistry, soli state physics, and "other".

Information listed for each individual: name, address, highest academic degree, type of employer, name and address of employer, position title, type of work (administration, teaching, research, writin or editing, other), employment status, and field of specialization. In addition to the alphabetic listing the roster contains a classification by degree and employer, and by degree and field. Students are listed separately.

The roster is published and available for $5.00 per copy from PLACEMENT OFFICE, AMERICAN INSTITUTE OF PHYSICS, 335 East 45 Street, New York, New York 10017. The roster was financed initially through a Sloan Foundation Grant of $10,000. The roster was set up in order to assist potential employers, scientific societies, advisory bodies, etc. in the location of women physicists with specific qualifications. There is a new supplement bringing the roster up-to-date, available at $3.50 per copy.

In addition to urging the employers to use the published roster, the Committee on the Status of Women in Physics maintains an employment information service. About three hundred women have submitted brief information cards. They are notified of appropriate position openings received by the committee.

Association : American Political Science Association

Group: Committee on the Status of Women in the Profession

Person to Contact: Dr. Walter E. Beach
American Political Science Ass'n
1527 New Hampshire Ave., NW
Washington, DC 20036
Phone (202) 483-2512

There is a roster of 700 women in the discipline and nine major fields of specialization are represented. The roster is in the form of a booklet listing the name, position, address, degree, fields and research interests of women in political science.

The compilation of the roster was financed through committee funds and now sells at $2.50 a copy. The roster is used for recommendations for position vacancies and other activities such as consultant appointments and speaking engagements.

Announcements of position openings are listed in the American Political Science Association Newsletter; however, the roster has been used as an aid in securing names for all other appointments.

Association: American Psychological Association

Group: Ad Hoc Committee on Women in Psychology

Person to Contact: Dr. Brenda Gurel, Staff Liaison
American Psychological Assoc.
1200 Seventeenth Street, NW
Washington, DC 20036
Phone (202) 833-7600

In 1971-72 the "Survey of Women Members of the American Psychological Association" was published, using Committee funds. It is now out of print. Of the total membership of women members (approximately 7,469 in 1971) over 5,000 women, representing 23 areas within the profession, responded to the survey. The data include: Section 1 - proportion of women by degree, professional identification and work activities; Section 2 - name, address, and coded information, identifying highest degree, year received, and first and second work activities.

Updated information is available on computer tape and in printed form in the 1973 Biographical Directory. Publication of future rosters for APA women members will be determined on the basis of need: either cooperation with a central source for all women's groups, or printing a separate roster for psychology.

In addition to the information in the 1971-72 Roster and 1973 Biographical Directory, a Talent Bank is being developed for appointments to APA publication editorships, boards and committees. This information is available for other specific references on a limited basis only through contacting the APA Staff Liaison.

A monthly EMPLOYMENT BULLETIN accepts availabilities (members) and position openings, while the monthly MONITOR newspaper publishes only openings.

Association: American Society of Biological Chemists

Group: Committee on the Status of Women

Person to Contact: Dr. Loretta Leive
6817 Sorrell Street
McLean, Virginia 22101
Phone (301) 496-2140

A registry of women with doctoral degrees in biochemistry is being developed and will be operative within the next year.

The registry will be partially computerized and it will be possible to furnish the curricula vitae of such women by subspecialty, experience, number of publications, and other criteria to a potential employer.

Persons wishing to be listed are urged to contact the organization now. Those wishing to use the registry may contact the organization after May 1974. Funds from the National Institutes of Health and the American Society of Biological Chemists have been obtained to finance the registry; thus no fees will be charged initially.

Association: American Society for Public Administration

Group: Standing Committee on Women in Public Admin.

Person to Contact: Ms. Dona Wolf
ASPA Program Director
1225 Connecticut Ave., NW
Washington, DC 20036

The Committee has an informal list of its members who responded to a questionnaire in 1971 and contacts through the state liaisons. Job vacancies also may be advertised in the ASPA newsletter for a fee of $30.00.

Association: American Sociological Association

Group: Committee on the Status of Women in Sociology

Person to Contact: Mrs. JoAnn R. Harris,
Executive for Minorities and Women
American Sociological Association
1722 N Street, NW
Washington, DC
Phone (202) 833-3410

The roster of women in the profession is being developed and should be ready by the Fall of 1973. It will be in computerized form. At present announcements of position openings or requests for nominations are made in the employment bulletin.

There is another group within the discipline, Sociologists for Women in Society, whose interests are ancillary and go beyond the discipline. They maintain a system for making known the names of women within the profession who are interested in position vacancies.

Association: American Studies Association

Group: Women's Committee of the American Studies Association

Person to Contact: Ms. Lois P. Rudnick, Editor
Directory of Women in American Studies
3 Haven Road
Medfield, Massachusetts 02052

A directory of women in the profession will be completed by January 1974. At present informal job announcements and other requests are passed on to interested women through Ms. Rita Jacobs, Job Placement Office, American Studies Association, Box 30 Bennett Hall, University of Pennsylvania, Philadelphia, Pennsylvania 19104.

Association: Association of American Geographers

Group: Committee on the Status of Women Geographers

Person to Contact: Prof. Ann E. Larimore
Committee on the Status of Women Geographers
University of Michigan
Ann Arbor, Michigan 48104
Phone (313) 764-0341

There is a roster and it lists about 250 individuals. All specialty areas within the discipline are included. The information on each individual provides name, address, degrees, name and date of latest publication and Ph.D. dissertation or M.A./M.S. thesis, current employment status including job title and employer, and three major interests in geography. In addition the form sent to women geographers has questions such as: does the individual wish to be listed on a job roster to be sent to prospective employers seeking a list of prospective candidates as actively seeking a job or available for a job.

At present the roster is financed by the parent group but in the future it will be financed through donations. The roster is in the form of a card file of the forms sent out. It is used for making recommendations for positions.

This is a young group and 1972-73 was their first year of organization.

Association: Association of American Law Schools

Group: Committee on Equality of Opportunity for Women
in the Legal Profession

Person to Contact: Prof. Shirley R. Bysiewicz
School of Law
Greater Hartford Campus
West Hartford, Connecticut 06117

At present there is not a roster of women within the profession. However, it is anticipated that one will be developed during 1973-74 and there is a committee at work on its formation.

The general Association of American Laws Directory of Law Teachers includes the names of all men and women not new in teaching. It is in the form of a computer print-out list and register and is sent to those who make inquiries about the availability of persons for position openings and committee assignments.

In addition there is a Directory of Women Attorneys in the United States. Included are the names of more than 6,000 women attorneys. The Directory is published and is available from Ford Associates, Inc. 701 South Federal Avenue, Butler, Indiana 46721 at a cost of $10.00 per copy. In addition to name and address, the areas of expertise and resume of the individual are also available.

Association: Not applicable

Group: Association of Women in Science

Persons to Contact: Dr. Marion Webster, Chairwoman,
AWIS Registry Committee or
Dr. Natalia Meshkov, Director,
AWIS Registry, 3336 Broad Branch
Terrace, Washington, DC 20008

The AWIS Registry lists about 3,000 women scientists in fields similar to those listed in American Men and Women of Science, Physical and Biological Sciences.

A brief biography of each individual is filed alphabetically and under scientific specialties.

The registry is maintained in a card file and is used for recommendation for position vacancies and advisory bodies. Individuals apparently qualified for a specific position can be identified by a manual search of this file. A fee of $25.00 is requested each search. For an additional fee of $25.00 any specific job request will be advertized in the AWIS Newsletter, published at least four times a year.

The registry has been compiled and maintained largely with volunteer help.

The AWIS Registry Committee has prepared a proposal to automate and expand this registry to include approximately 3,000 women scientists and is actively seeking funds for this purpose. Preliminary stages of the automated registry are currently being developed with a large amount of volunteer help using a small allotment from the AWIS treasury. Information that will be stored and retrievable for each individual will include education, employment experience, geographic area, specialty, etc. It will thus be possible to quickly locate individuals with specific qualifications in response to a search request. The prospective employers will be expected to contact individuals whose names were provided and will be requested to supply information on which candidates from the registry were considered and who was hired.

Association: Biophysical Society

Group: Committee on Professional Opportunities for
Women in the Biophysical Society

Person to Contact: Dr. Julia Apter
Rush Medical College
1753 Congress Parkway
Chicago, ILL 60612

The Biophysical Society Placement Service and the Committee on Professional Opportunities for Women prepared a registry of women of achievement in engineering, science, medical and paramedical specialties.

The registry consists of several lists: Lists 1, 2, and 3 contain names, addresses and areas of expertise for 950 women relevant to advisory roles at the National Institutes of Health (NIH). List 4 contains 874 women principal investigators of NIH research grants, list 5 has 600 women members of the Institute of Electrical Electronics Engineers. List 6 contains 600 women members of the Federated American Society of Experimental Biology. One hundred senior women members of the Biophysical Society living in the United States in 1971 are listed in list 7. Five hundred and thirty-four various women medical specialists and 224 women hospital administrators are given in lists 8 and 9 respectively.

The registry is available at cost from Julia Apter, $50.00 for the list, $200.00 for the list with vitae. Smaller lists are prorated accordingly. It is used for recommendations for position vacancies and advisory panels.

In addition to the registry the Biophysical Society maintains a placement service which may be used by all biophysicists.

Association: Church Employed Women related to
United Presbyterian Church

Person to Contact: Ms. Linda Brehner or Annette Wall
730 Witherspoon Building
Philadelphia, PA 19107
Phone (215) PE 5-6722

A roster of women in the profession is being developed. At present there is a card file of interested women which is used primarily for communication. Recommendations for position vacancies and appointments to committees are handled informally - primarily by word of mouth.

Association: College Art Association

Group: Women's Caucus of the College Art Association
of America

Person to Contact: Ms. Norma Broude, Coordinator of
Affirmative Action and Job Roster
1175 York Avenue, Apt. #12M
New York, NY 10021

A roster of women within the profession is being developed. It will be ready by the Fall of 1973. Specialties within the discipline being included are art historians, art educators and artists.

The information available on the individuals will be name, special fields, education, highest degree obtained, area of primary research or area of artistic endeavor, teaching competence, publications or exhibitions, honors, grants, references, and whether full or part time employment is desired.

The roster will function as follows. Each individual will send 20 copies of a one-page vita containing the above information and a $2.00 fee (to help with the financing) to a regional coordinator. There are three coordinators--eastern, western, and midwestern. Upon request the coordinators will send the vita of qualified women. There is a newsletter in which job announcements are published.

Association: Modern Language Association

Group: Modern Language Association Commission on the
Status of Women in the Profession

Person to Contact: Ms. Cynthia Secor
550-48th Street
Philadelphia, PA 19143

A Directory of Women Scholars in the Modern Languages has been compiled by this Commission which includes over 2,600 women who are currently employed in the profession, who are doing graduate work, who are unemployed, or who are working outside academia. The listings are not limited to members of the MLA.

The individually designed self-descriptions provided by these women supply name, title, rank, present institutional affiliation, date and institution of highest degree, major publications, honors, memberships and two or three current fields of interest.

The 200-page Directory contains an alphabetized sequence of self-descriptions, indexed according to fields of teaching and research interest. It can be obtained from the MLA Publication Center, 62 Fifth Avenue, New York, NY 10011. The Directory is intended to identify women scholars who are being increasingly sought for teaching and research positions, administrative work, editorial posts, government positions, consultancies, and advisory committees.

At present names of women available for position openings and committee appointments are made informally. Announcements of vacancies are made in the Job Listing of the Women's Caucus for the Modern Languages (another group within the discipline).

Association: National Association of Bank Women

Person to Contact: Ms. Sharon Pierce, Assistant Ecec.
Director, NABW
111 E. Wacker Drive
Chicago, Ill. 60601
Phone (312) 644-6610

There is a register with names of over 10,000 women in all areas within the profession. The roster is in the form of a yearbook and is used for recommendations for consultant appointments and speaking engagements and as a means of personal reference.

Announcements of position openings or requests for nominations of women for committees are handled informally.

Association: National Council of Teachers of
English

Group: Women's Committee

Person to Contact: Dr. Janet Emig,
Dept. of English
Rutgers University
New Brunswick, NJ 08903

A roster of women within the profession is being developed and should be ready by 1974. At present announcements of position openings and requests for nominations of women for committees are handled through the Placement Bureau of the College Conference on Composition and Communications and announcements in four of the National Council of Teachers of English sponsored journals.

Association: Society of Women Engineers

Person to Contact: Dr. Naomi J. McAfee
13 Seminole Avenue
Catonsville, Maryland 21228
Phone (301) 765-3625

There are 1,810 members of the Society and the roster lists all the members. All areas of the profession are represented. The roster lists the individual's name, address, occupation, business and home phone and address.

The roster is in the form of computer cards and addressograph plates. It is used for membership services. It is financed by membership dues.

In addition to the roster a career information center makes positions known to interested members. There is a newsletter as well which is published five times yearly. Positions are also published in the newsletter.

Association: Women in Communications, Inc.

Person to Contact: Ms. Maxine Elam, Nat'l Exec. Dir.
8305-A Shoalcreek Blvd.
Austin, Texas 78758
Phone (512) 452-0119

There is a roster of over 5,000 individuals. Specialties within the field include newspaper, magazine, broadcasting, public relations, advertising, and writing.

The roster is in the form of updated files maintained by computer. The National Directory of Professional Members will be published in the Fall of 1973. The Directory is for the use of members only. However, after July 1, 1973, it will be possible to pull names from their records for specialized mailings by field of employment. The Directory is financed through membership dues.

At present announcements of position openings and requests for nominations of women for committees are handled through National Headquarters and the National Board of Directors.

WOMEN'S CAUCUSES, COMMITTEES
and
PROFESSIONAL ORGANIZATIONS

ADULT EDUCATION ASSOCIATION (AEA) - 532-5800
Commission on the Status of Women in Adult Education
Chairperson: Mrs. Yvonne Rappaport
(347-9574) 4210 Roberts Road
Fairfax, Virginia 22030

Chairperson: Mrs. Betty Durden
(for below) Drake University
Division of Continuing Education
Des Moines, Iowa 50311

Commission on Continuing Education of Women
810 18th Street, N.W. (532-5800)
Washington, D.C. 20036

AMERICAN ACADEMY OF RELIGION
Task Force on the Status of Women - The Academic Study of Religion
Chairperson: Elizabeth Schussler Fiorenza
1233 North Lawrence Street
South Bend, Indiana 46617

AMERICAN ANTHROPOLOGICAL ASSOCIATION (AAA)
Committee on the Status of Women in Anthropology
Chairperson: Professor Shirley Gorenstein
Department of Anthropology
Columbia University
New York, New York 10027

AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE
Women's Caucus of the AAAS
Chairperson: Ms. Virginia Walbot
Department of Biochemistry
University of Georgia
Athens, Georgia 30601

AMERICAN ASSOCIATION FOR HEALTH & PHYSICAL EDUCATION
Committee on Women
Chairperson: Professor Ione G. Shadduck
Drake University
Des Moines, Iowa 50311

AMERICAN ASSOCIATION OF IMMUNOLOGISTS (AAI)
Committee on the Status of Women
Chairperson: Dr. Helene C. Rauch
Department of Medical Microbiology
Stanford University School of Medicine
Stanford, California 94305
(AAI has a list of women members)

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (AAUP)
Committee on the Status of Women in the Profession
Chairperson: Dr. Alice S. Rossi
Department of Sociology (office - 825-3300 ext. 302)
Goucher College (home - 664-9034)
Towson, Maryland 21204

AAUP Contact: Ms. Margaret Rumbarger
Associate Secretary, AAUP (466-8050)
One DuPont Circle
Washington, D.C. 20036

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN
Dr. Ruth M. Oltman
Staff Associate (785-7750)
Higher Education
2401 Virginia Avenue, N.W.
Washington, D.C. 20037

AMERICAN CHEMICAL SOCIETY (ACS)
Women Chemists Committee
Chairperson: Ms. Helen M. Free
Ames Company
Miles Labs, Inc.
Elkhart, Indiana 46514

AMERICAN COLLEGE PERSONNEL ASSOCIATION (ACPA)
Women's Task Force
Chairperson: Dr. Jane E. McCormick
Assistant to Vice-President of Student Affairs
Penn State University
University Park, Pennsylvania 16802

AMERICAN ECONOMICS ASSOCIATION
Committee on the Status of Women in the Economic Profession
Chairperson: Dr. Carolyn Shaw Bell
Wellesley College
Wellesley, Massachusetts 02181

AMERICAN FEDERATION OF TEACHERS - 737-6141
Women's Rights Committee
Chairperson: Marjorie Stern
1012 14th Street
Washington, D.C. 20005

AMERICAN HISTORICAL ASSOCIATION (AHA)

a. Committee on Women Historians
Chairperson: Dr. Linda Kerber
University of Iowa
Iowa City, Iowa 52240
Staff Liaison: Dr. Charlotte Quinn
(L14-2422) 400 A Street, S.E.
Washington, D.C.

b. Coordinating Committee on Women in the Historical Profession (CCWHP)
Chairpersons: Dr. Sandi Cooper
Richmond College, CUNY
Staten Island, New York 10301

Dean Adele Simmons and
Dean of Student Affairs
Princeton University
Princeton, New Jersey 10301

AMERICAN LIBRARY ASSOCIATION (ALA)
Social Responsibilities Round Table (SSRT)
Task Force on the Status of Women
Chairperson: Ms. Michelle Rudy
403 Waldron
Layfayette, Indiana 47409

AMERICAN MATHEMATICAL SOCIETY (AMS)
ASSOCIATION FOR WOMEN IN MATHEMATICS (AWM) - independent group
Chairperson: Professor Mary Gray
Department of Mathematics
(686-2393) The American University
Washington, D.C. 20016

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION
Women's Caucus
Correspondents: Dr. Lynn E. Haun
California State University
Sacramento, California 95819
AND
Dr. Beatrice O. Pressley
California State University
Hayward, California 95452

AMERICAN PHILOSOPHICAL ASSOCIATION (APA)

a. Subcommittee on Status of Women in the Profession
Chairperson: Professor Mary Lefkowitz
Radcliffe Institute
3 James Street
Cambridge, Massachusetts 02138

b. Society for Women in Philosophy - independent group
Chairperson: Professor Hannah Hardgrave
Department of Philosophy
Western Illinois University
Macomb, Illinois 61455

c. Women's Caucus (see Addenda)

AMERICAN PHYSICAL SOCIETY
Committee on Women in Physics
Chairperson: Dr. Elizabeth Baranger
Physics Department - MIT
Cambridge, Massachusetts 02139

AMERICAN POLITICAL SCIENCE ASSOCIATION (APSA)
a. Committee on the Status of Women in the Profession
Chairperson: Dr. Ruth Silva
Penn State University
University Park, Pennsylvania 16802

b. Women's Caucus for Political Science (WCPS)
Chairperson: Dr. Marie Rosenberg
School of Business
University of Wisconsin
Eau Claire, Wisconsin 54701
Mail to: WCPS
Box 9099
Pittsburgh, Pennsylvania 15224

AMERICAN PSYCHOLOGICAL ASSOCIATION
a. Task Force on the Status of Women in Psychology
Chairperson: Dr. Martha Mednick
Department of Psychology
(636-6806) Howard University
Washington, D.C.

Staff Liaison: Dr. Brenda Gurel, APA
1200 17th Street, N.W.
Washington, D.C. 20036

b. Association for Women in Psychology (AWP) - independent group
(initially a caucus within APA)
Policy Council to be announced
Editor: Dr. Leigh Marlowe
Manhattan Community College
180 West End Avenue
New York, New York 10023
Public Relations: Dr. Jo-Ann Evans Gardner
726 St. James Street
Pittsburgh, Pennsylvania 15232

AMERICAN PUBLIC HEALTH ASSOCIATION
Women's Caucus
Chairperson: Ana O. Dumois
Community Health Institute
225 Park Avenue South
New York, New York 10003

AMERICAN SOCIETY OF BIOLOGICAL CHEMISTS

Subcommittee on the Status of Women
Chairperson: Dr. Loretta Leive
Building 4, Room 111
(496-2140) National Institutes of Health
Bethesda, Maryland 20014

AMERICAN SOCIETY FOR MICROBIOLOGY

Committee on the Status of Women Microbiologists
Chairperson: Dr. Mary Louise Robbins
Medical School, 1339 - H Street, N.W.
(331-6535) George Washington University
Washington, D.C. 20005

AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION

Task Force on Women in Public Administration
Chairperson: Mrs. Joan Fiss Bishop
Director of Career Services
Wellesley College
Wellesley, Massachusetts 02181

AMERICAN SOCIETY OF TRAINING AND DEVELOPMENT (ASTD)

Women's Caucus, ASTD
Steering Committee: Dr. Shirley McCune
Center for Human Relations
(833-4225) National Education Association
1601 - 16th Street, N.W.
Washington, D.C. 20036
AND
Ms. Althea Simmons
Director of Training, NAACP
200 East 27th Street
New York, New York 10016

AMERICAN SOCIOLOGICAL ASSOCIATION (ASA)

a. Ad Hoc Committee on the Status of Women in Sociology
Chairperson: Dr. Elise Boulding
Behavioral Science Institute
University of Colorado
Boulder, Colorado 80302

b. Sociologists for Women in Society (SWS) - independent group, formerly a caucus;

Chairperson: Dr. Joan Huber
Department of Sociology
University of Illinois
Urbana, Illinois 61801

AMERICAN SPEECH AND HEARING ASSOCIATION (ASHA)
a. Subcommittee on the Status of Women
Chairperson: Mrs. Dorothy K. Marge
(451-8284) 8011 Longbrook Road
Springfield, Virginia 22152

b. Caucus on Status of Women in ASHA (same as above)

AMERICAN STATISTICAL ASSOCIATION
Caucus for Women in Statistics
Chairperson: Dr. Jean D. Gibbons
College of Commerce and Business and Administration
University of Alabama
University, Alabama 35486

ASSOCIATION OF AMERICAN COLLEGES - 387-3760
Project on the Status and Education of Women
1818 R Street, N.W.
Washington, D.C. 20009
(Ms. Francine Gleaves - 387-3760 ext. 40)

ASSOCIATION OF AMERICAN LAW SCHOOLS (AALS)
Women in the Legal Profession
Chairperson: Professor Ruth B. Ginsburg
School of Law
Columbia University
435 West 116 Street
New York, New York 10027

ASSOCIATION OF AMERICAN GEOGRAPHERS
Committee on Women in Geography
Chairperson: Dr. Ann Larrimore
Department of Geography
University of Michigan
Ann Arbor, Michigan 48104

ASSOCIATION OF ASIAN STUDIES
Committee on the Status of Women
Chairperson: Professor Joyce K. Kallgren
Center for Chinese Studies
2168 Shattuck Avenue
Berkeley, California 94705

ASSOCIATION OF WOMEN IN SCIENCE (independent group)
President: Dr. Neena B. Schwartz
Department of Psychiatry
College of Medicine
University of Illinois, Medical Center
P.O. Box 6998
Chicago, Illinois 60680

Newsletter: Dr. Anne M. Briscoe
Department of Medicine
Harlem Hospital Center
New York, New York 10037

BIOPHYSICAL SOCIETY
Professional Opportunities for Women of Biological Society;
Caucus of Women Biophysicists;
Chairperson: Dr. Rita Guttman
Department of Biology
Brooklyn College, CUNY
Brooklyn, New York 11210

COLLEGE ART ASSOCIATION
a. Commission on the Status of Women in Art
Professor Linda Nochlin Pommer
Vassar College
Poughkeepsie, New York

b. Women's Caucus
Co-Chairwomen: Professor Ann Harris
Art Department
Hunter College
695 Park Avenue
New York, New York
AND
Ms. Judy Patt
2429 Vallejo
San Francisco, California 94123

GRADUATE WOMEN IN SCIENCE (Sigma Delta Epsilon)
President: Mrs. Hope Hopps
1762 Overlook Drive
Silver Spring, Maryland 20903

INTERCOLLEGIATE ASSOCIATION OF WOMEN STUDENTS
Box 3028, University Station
Columbia, Ohio 43210

LINGUISTIC SOCIETY OF AMERICA (LSA)
LAS Women's Caucus
Correspondents: Ms. Lynette Hirschman
and
Ms. Georgette Ioup
162 West Hansberry
Philadelphia, Pennsylvania 19144

MODERN LANGUAGE ASSOCIATION (MLA)
a. MLA Commission on the Status of Women in the Profession
Chairperson: Dr. Elaine Hedges
Towson State College
Baltimore, Maryland 21204

b. Women's Caucus of the MLA
President: Ms. Dolores Barracano Schmidt
R.D. #3
Slippery Rock, Pennsylvania 16057

NATIONAL ASSOCIATION OF MEDIA WOMEN
Lois K. Alexander
100 LaSalle Street
Apartment 20-H
New York, New York 10027

NATIONAL COUNCIL OF TEACHERS OF ENGLISH (NCTE)
Women's Committee
Chairperson: Dr. Janet Emig
Department of English
Rutgers University
New Brunswick, New Jersey 08903

NATIONAL COUNCIL ON FAMILY RELATIONS (NCFR)
Task Force on Women's Rights and Responsibilities
Chairperson: Dr. Rose Somerville
Sociology Department
San Diego State College
San Diego, California 92115

NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS - 293-1100
2012 Massachusetts Avenue, N.W.
Washington, D.C. 20036
(Federation Director - Mrs. Lucille Shriver)
(President - Mrs. Jeanie C. Squire - National Executive Office)

138

NATIONAL EDUCATION ASSOCIATION
Women's Caucus
Chairperson: Ms. Margaret Stevenson
(833-4000) National Education Association
(in charge of) 1201 - 16th Street, N.W.
(correspondence) Washington, D.C. 20036

Mrs. Helen Bain
4427 Lealand Lane
Nashville, Tennessee 37204

NATIONAL LAWYERS' GUILD
Women's Caucus
Renee Hanover
54 West Randolph
Room 902
Chicago, Illinois 60601

NATIONAL VOCATIONAL GUIDANCE ASSOCIATION
NVGA Commission on the Occupational Status of Women
Chairperson: Ms. Thelma C. Lennon, Director
Pupil Personnel Services
Department of Public Instruction
Raleigh, North Carolina 27602

NEW UNIVERSITY CONFERENCE
Women's Caucus
622 West Diversey Parkway
Room 403A
Chicago, Illinois 60614

PHILOSOPHY OF EDUCATION SOCIETY
a. Women's Caucus
Chairperson: Dr. Elizabeth Steiner Maccia
Department of History and Philosophy of Education
Indiana University
Bloomington, Indiana 47401

b. Committee on the Status of Women (same as above)

POPULATION ASSOCIATION OF AMERICA
Women's Caucus
Chairperson: Professor Ruth B. Dixon
Department of Sociology
University of California
Davis, California 95616

PROFESSIONAL WOMEN'S CAUCUS (PWC)
P.O. Box 1057
Radio City Station
New York, New York 10019

President: Margaret Anderson
Rockland City Guidance Center for Women
Palisades, New York 10964

SOCIETY FOR CELL BIOLOGY
Women in Cell Biology
Chairperson: Ms. Virginia Walbot
Department of Biochemistry
University of Georgia
Athens, Georgia 30601

SOCIETY OF WOMEN ENGINEERS (SWE)
345 East 47th Street
New York, New York 10017
Executive Secretary: Winifred D. White

THETA SIGMA PHI (National Society for Journalism/Communications)
President: Mrs. Fran Harris
WWJ Stations
Detroit, Michigan 48231
(Women in Communications)

UNITED PRESBYTERIAN CHURCH IN THE USA
Task Force on Women
Co-Chairpersons: Patricia Doyle
AND
Elaine Homrighouse
Board of Christian Education
United Presbyterian Church
Witherspoon Building
Philadelphia, Pennsylvania 19107

WOMEN'S ACTION ALLIANCE, INC.
Coordinating Director: Ms. Brenda Feigen Fasteau
200 Park Avenue, Room 1520
New York, New York 10017

January 16, 1973

140

ADDENDUM to Women's Caucuses

CHURCH EMPLOYED WOMEN
Contact: Ms. Mildred G. Lehr
The Westminster Press
900 Witherspoon Building
Philadelphia, Pennsylvania 19107

COLLEGE MUSIC SOCIETY
CMS Women's Caucus
Co-Chairpersons: Dr. Carolyn Raney
AND
Dr. Adrienne F. Block
Department of Performing & Creative Arts
Staten Island Community College
Staten Island, New York 10301

NATIONAL ASSOCIATION OF WOMEN DEANS AND COUNSELORS
Executive Director: Ms. Joan M. McCall
1201 16th Street, N.W.
Washington, D.C. 20036

NATIONAL COUNCIL OF ADMINISTRATIVE WOMEN IN EDUCATION
President: Ms. Frances Hamilton
1201 16th Street, N.W.
Washington, D.C. 20036

SOCIETY OF AMERICAN ARCHIVISTS
Committee on the Status of Women
Chairperson: Dr. Mabel Deutrich, Director
Old Military Records Division
National Archives & Records Service
Washington, D.C.

Updated April 1, 1973
Multiple sources, principally American Association of University Women and the Association of American Colleges

Women's Caucuses ADDENDUM

ALLIANCE OF WOMEN IN ARCHITECTURE
1818 East Thirteenth Street
New York, New York 10003

AMERICAN INSTITUTE OF PLANNERS
Women's Rights Committee
915 Fifteenth Street, N.W.
Washington, D. C. 20005

AMERICAN STUDIES ASSOCIATION
Committee on Women
National Coordinator: Ms. Joanna Schneider Zangrando
501 Mineola Avenue
Akron, Ohio 44320

ASSOCIATION OF WOMEN IN ARCHITECTURE
President: Dorothy Gray Harrison
2115 Pine Crest Drive
Altadena, California 91001

NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION
United Engineering Center
345 East Seventh Street
New York, New York 10017

NATIONAL COUNCIL FOR SOCIAL STUDIES
Committee on Social Injustice for Women
Chairperson: Dr. Dell Felder
University of Houston
Houston, Texas 77004

SOCIETY OF AMERICAN ARCHIVISTS
Ad Hoc Committee on the Status of Women in the Archival Profession
Chairperson: Dr. Mabel Deutrich, Director
Old Military Records Division
National Archives and Records Service
Washington, D. C.

WOMEN ARCHITECTS, LANDSCAPE ARCHITECTS, AND PLANNERS (WALAP)
39 Martin Street
Cambridge, Massachusetts 02138

Women's Caucuses ADDENDUM

AMERICAN PHILOSOPHICAL ASSOCIATION (APA)
Women's Caucus
Chairperson: Professor Sarah B. Pomeroy
Hunter College
City University of New York
Department of Classics
695 Park Avenue
New York, New York 10021

MISCELLANEOUS RECRUITING AIDS

Studies and Surveys

AMERICAN BAR ASSOCIATION SURVEY. The American Bar Association made a survey in 1969-70 which found that blacks were 2.7% of the total law school enrollment, and of the female lawyers and judges in the country, 2.3% are black. For a free summary of the survey, write The American Bar Association, 1155 60th Street, Chicago, Illinois 60637.

DIRECTORY OF AFRO-AMERICAN RESOURCES. Lists, describes and cross-indexes professional associations of blacks, disciplinary committees concerned with blacks, data sources, and study centers. Available from Order Department, R. R. Bowker Company, Post Office Box 1807, Ann Arbor, Michigan 41806 Cost: $19.95

DIRECTORY OF MINORITY COLLEGE GRADUATES 1971-72. Prepared by the Manpower Administration of the Department of Labor, this directory identifies black, Spanish-surnamed, native American and white ethnic groups by sex. No summaries or statistics are given by field or degree level. Available from the Government Printing Office for $8.00 (A copy of this volume is now in the Dean's Office.)

DIRECTORY OF SPANISH-SURNAMED AND NATIVE AMERICANS IN SCIENCE AND ENGINEERING. Dr. Joseph V. Martinex compiled this directory for the Foundation for Promoting Advanced Studies. For a copy, write Dr. Joseph Martinez, 464 Furnace Road, Ontario, New York 14519. A donation of $15.00 is requested.

EQUAL EMPLOYMENT OPPORTUNITY FOR MINORITY GROUP COLLEGE GRADUATES: LOCATING, RECRUITING, EMPLOYING. A complete guide to recruiting minority group members by Robert Calvert, Jr., former University of California Placement Director. Available from Garrett Park Press, Garrett Park, Maryland 20766, $5.95 with postage included.

HANDBOOK FOR RECRUITING AT THE TRADITIONALLY BLACK COLLEGES. For employers interested in finding and hiring blacks, this book contains profiles of 83 black four-year colleges and information on their students. Edited by Andre G. Beaumont, it is available from College Placement Services, Inc., P. O. Box 2322, Bethlehem, Pennsylvania 18001, for $5.50.

STATEWIDE DIRECTORY OF WOMEN IN UTAH. The Women's Resource Center at the University of Utah has recently published a "Directory of Women in Utah Higher Education." The roster is intended as a basis for the recruitment of women for academic positions. For a copy send $3.50 to: Women's Resource Center, 2197 Annex, University of Utah, Salt Lake City, Utah 84112.

SURVEY OF BLACK AMERICAN DOCTORATES. This survey found that less than 1% of the doctorates in the nation were held by blacks, and 80% of these were held by black men. For a free summary of the survey, write to the Ford Foundation, Office for Special Projects, 320 East 43rd Street, New York, New York 10017.

Registries and Rosters

(Also see list of organizations and women's caucuses, since many of them maintain registries.)

BLACK WOMEN EMPLOYMENT PROGRAM. An Atlanta-based operation which helps employers find trained and/or qualified black women for jobs. There is no fee for the woman placed; small fee for institution/employer. For more information write Black Women Employment Program, Southern Regional Council, 52 Fairlie Street, N.W., Atlanta, Georgia 30303.

COOPERATIVE COLLEGE REGISTRY. A non-profit operation that serves its member institutions by locating candidates for job openings from resumes kept on file. (Membership is $100 for colleges and universities; individuals are charged $10 to register.) CCR cannot supply search committees or administrators with lists of names of minority women, but can send resumes of those women who have registered and who fit qualifications designated by the employer. For more information write to Cooperative College Registry, One Dupont Circle, Washington, D. C. 20036, (202) 223-2807.

HIGHER EDUCATION ADMINISTRATION REFERRAL SERVICES. A new "equal opportunity service" founded and supported by thirteen higher education administration associations. On a fee basis, candidates are referred to institutions seeking qualified professional administrative and support staff in areas related to business management. HEARS is interested in building an extensive minority talent bank. Registration fee for individuals is $25. For more information write HEARS, Suite 510, One Dupont Circle, Washington, D. C. 20036, (202) 296-2347.

NATIONAL SKILLS BANK. A talent bank that helps place minority persons in professional jobs. Write: Ms. Ruth Allan King, Placement Office, National Skills Bank, 477 Madison Avenue, 18th Floor, New York, New York 10022.

WOMEN ARCHITECTS. 1. The Association of Collegiate Schools of Architecture is compiling a list of female and minority members interested in teaching in schools of architecture. For further information about this or to have your name included on this list, write: ACSA, 1785 Massachusetts Avenue, N.W., Washington, D. C. 20036.

2. The Alliance of Women in Architecture is gathering the names and addresses of every woman in the United States who is currently or who has ever been a student of architecture. For information, write: AWA, 18 East Thirteenth Street, New York, New York 10003.

WOMEN ENGINEERS, SCIENTISTS, MEDICAL AND PARAMEDICAL SPECIALISTS. Compiled by the Biophysical Society and the Association of Women in Science, this registry includes over 5,000 women. For information, write: Dr. Marion Webster, 2226 Broadbranch Terrace, Washington, D. C. 20008.

WOMEN IMMUNOLOGISTS. The American Association of Immunologists has a list of women members. For information wrote: Dr. Helen C. Rauch (Chairperson of the Committee on the Status of Women), Department of Medical Microbiology, Stanford University School of Medicine, Stanford, California 94305.

Miscellaneous Recruiting Aids (continued)
Registries and Rosters

WOMEN POLITICAL SCIENTISTS. The American Political Science Association has a roster of women. Single copies are available free from APSA, (Attn: Committee on the Status of Women in the Profession), 1527 New Hampshire Avenue, N.W., Washington, D. C. 20036.

WOMEN IN RELIGION. A registry of women in religious studies, containing approximately 200 names of women holding or seeking positions in the academic field of religious studies, was compiled by the Women's Caucus--Religious Studies. Available for $1.00 from: Women's Caucus--Religious Studies, Box 6309, Station B, Vanderbilt University, Nashville, Tennessee 37235.

Organizations

AFRICAN AMERICAN SCHOLARS' COUNCIL. Although the main function of this agency is research, it does engage in some informal job placement and referral. Write: African American Scholars' Council, 1150 Seventeenth Street, N.W., Washington, D. C.

AMERICANS FOR INDIAN OPPORTUNITY. Has a free job referral and placement service. For more information write: Americans for Indian Opportunity, 1820 Jefferson Place, N.W., Washington, D. C. 20036.

BUREAU OF INDIAN AFFAIRS. A Federal agency which has information on native Americans including data on degrees attained. Write: Bureau of Indian Affairs, 1951 Constitution Avenue, N.W., Washington D. C., or Bureau of Indian Affairs--Higher Education, 5301 Central Avenue, N.W., Albuquerque, New Mexico 87108.

CABINET COMMITTEE ON OPPORTUNITY FOR THE SPANISH-SPEAKING. Makes job referrals and also has information on Spanish-speaking doctorate holders. Write: Cabinet Committee on Opportunity for the Spanish-Speaking, 1707 H. Street, N.W., Washington, D. C. 20036.

CONFERENCE OF MINORITY PUBLIC ADMINISTRATORS. COMPA has a talent bank of administrators in many varied fields. Write: Ms. Loretta Avent, COMPA, 1225 Connecticut Avenue, Suite 300, Washington, D. C. 20036.

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE. A well-known civil rights organization, the NAACP does not have a formal job placement service or talent bank. However, local branches of NAACP very often are able to recommend highly qualified candidates. The national office is at 1790 Broadway, New York, New York 10019.

NATIONAL ASSOCIATION OF COLLEGE WOMEN. Job placement and/or referral on an informal basis. National president of this black women's organization is Mrs. Odessa W. Farrell, 4620 Kossuth Avenue, St. Louis, Missouri.

NATIONAL ASSOCIATION FOR PUERTO RICAN CIVIL RIGHTS. Has an informal placement and job referral service for all Spanish-speaking persons. Write Mr. Antonio Riva, Director, NAPRCR, 175 116th Street, New York, New York 10029.

NORTH AMERICAN INDIAN WOMEN'S ASSOCIATION. This group has six major regions across the country. For more information and guidance on finding Indian professional women, write: Mrs. James M. Cox, 3201 Shadybrook, Midwest City, Oklahoma 73110.

PUERTO RICAN RESEARCH AND RESOURCES CENTER. Makes job referrals and offers job placement; and building a talent bank for women. Write to Mrs. Anna Ortiz, Puerto Rican Research and Resources Center, 1519 Connecticut Avenue, Washington, D. C. 20036.

ZETA PHI BETA. A black social sorority which has chapters on most black college campuses. The national headquarters can respond to some requests for candidates. Write: Ms. Goldie Baldwin, Executive Secretary, 1734 New Hampshire Avenue, N.W., Washington, D. C. 20009.

Publications

The following publications reach a large number of minority professionals. All publications accept advertising of job openings. Unless otherwise noted, there is no fee involved.

THE AFRO-AMERICAN. A bi-weekly newspaper which is published and distributed in Baltimore, Newark, Philadelphia, and Richmond. Write to the home office, The Afro-American, 628 North Eutaw, Baltimore, Maryland 21201, for advertising rates.

BLACK SCHOLAR. An academic journal, published monthly, has a section in each issue called "Black Scholar Classified." Write Black Scholar, Box 908, Sausalito, California 94965.

CHRONICLE OF HIGHER EDUCATION. "Bulletin Board" in The Chronicle includes "Positions Wanted" and "Positions Available". Rate: 25¢ a word or $15 an inch and may be submitted by mail or telephone. For further information write: "Bulletin Board" , The Chronicle of Higher Education, 1717 Massachusetts Avenue, Washington, D. C. 20036, or call (202) 667-3344.

JOURNAL. Published by the National Medical Association, the national organization of black physicians. This organization also publishes a newsletter. Job openings are accepted for both publications. Write National Medical Association, 1717 Massachusetts Avenue, N.W., Washington, D. C. 20036.

THE OBSERVER. A local Washington newspaper serving the black community. For further information write: The Observer, 811 Florida Avenue, N.W., Washington, D. C., (202) 232-3060.

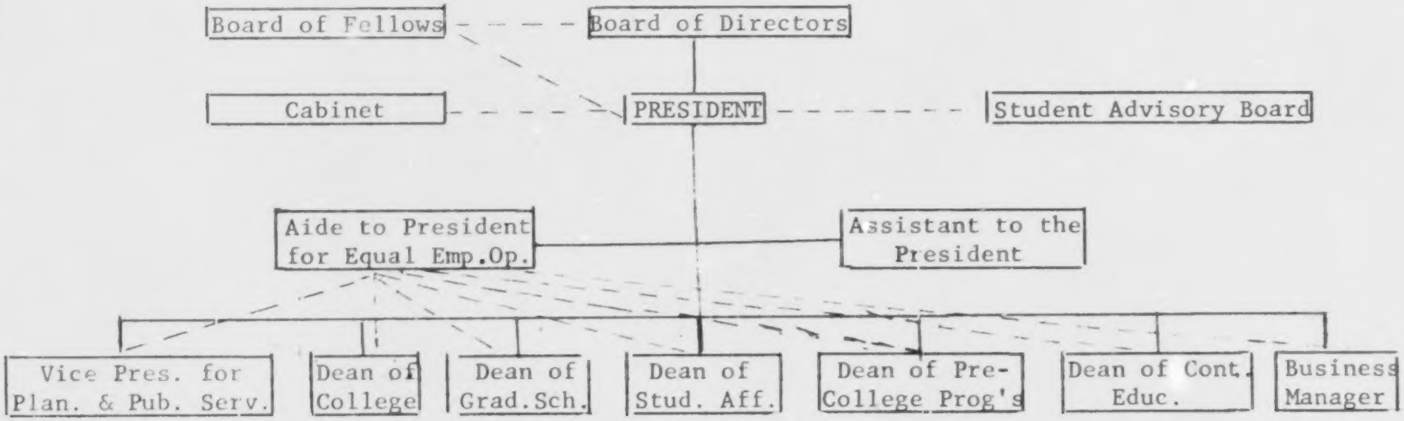
SENTINEL. Published monthly by the National Congress of American Indians. Contact: Mr. John Tiger, 1346 Connecticut Avenue, Room 312, Washington, D.C. 20036

WASHINGTON AFRO-AMERICAN. 1800 Eleventh Street, N.W., Washington, D. C. 20001. Phone (202) 232-2060. A local Washington newspaper serving the black community.

WOMEN SCIENTISTS NEWSLETTER. The Newsletter of the Association of Women in Science (published quarterly) has a section on "Employment Information" (which includes both "Positions Wanted" and "Positions Available"). Announcements of employment information should be sent to: Dr. Susan G. Langreth, Rockefeller University, New York, New York 10021.

ADDENDA

CENTRAL ADMINISTRATION, GALLAUDET COLLEGE


Board of Fellows
Board of Directors
Cabinet
PRESIDENT
Student Advisory Board
Aide to President for Equal Emp.Op.
Assistant to the President
Vice Pres. for Plan. & Pub. Serv.
Dean of College
Dean of Grad.Sch.
Dean of Stud. Aff.
Dean of Pre-College Prog's
Dean of Cont. Educ.
Business Manager

GALLAUDET COLLEGE Administration and Operations Manual	3/31/72	Transmittal 22
	Section:	10:09:00
	Subject:	Maternity Leave of Absence
	Page	1 of 2

SCOPE:

This policy applies to non-faculty permanent employees of Gallaudet College, Kendall Demonstration Elementary School for the Deaf, Model Secondary School for the Deaf, the National Center for Continuing Education.

POLICY:

Maternity leave is a period of approved absence for incapacitation related to pregnancy and confinement. An employee should report pregnancy as soon as it is known so that steps can be taken to protect her health or alter her working conditions and so that necessary staffing adjustments may be planned. The usual period of authorized maternity leave is 15 weeks, beginning about 7 weeks before the expected date of delivery and extending about 8 weeks beyond the date of delivery. However, the allotted 15 weeks are flexible and can be used in any combination that best suits the employee. Naturally, the employee may elect to use less than 15 weeks. Maternity leave is without pay but an employee may elect to substitute unused annual and sick leave as part of her maternity leave.

PROCEDURE:

1. The request for Maternity Leave of Absence will be submitted to the employee's supervisor one month in advance of the expected last day of work.

2. The employee will not receive annual leave or sick leave credits while on maternity leave. Accruals in effect at the time the employee goes on leave will remain on the books.

3. Time spent on maternity leave will be counted as time worked for purpose of seniority and annual increase.

4. During maternity leave or during any leave in a non-pay status, the employee is entitled to benefits (retirement, life insurance, health insurance) without charge during the approved leave time.

5. If the employee is unable to return to work after the 15 weeks and has used up all sick and annual leave, the employee may elect to apply for an extended leave of absence.

This extended leave of absence, without pay, will depend on the individual circumstance involved in each situation. In order to provide flexibility and maintain consistency, each appeal for extended maternity leave will be reviewed by the Supervisor, Director of General Services and the Administrative Officer.

Approved Edward C. Merrill
President

Date March 31, 1972

GALLAUDET COLLEGE Administration and Operations Manual	6/8/72 Transmittal 31
	Section: 10:12:00
	Subject: Sick Leave of Absence
	Page 1 of 2

SCOPE:

This policy applies to Gallaudet College, Kendall Demonstration Elementary School for the Deaf, Model Secondary School for the Deaf, and the National Center for Continuing Education.

POLICY:

It is the policy of Gallaudet College to assist its employees in their efforts to assure continuation of income for periods when medical situations make it impossible for the employee to work. For this reason Gallaudet College provides for income continuation for medical situations through this Sick Leave Policy. It should be clearly understood that the benefits provided under this Sick Leave Policy are extended to employees for the purpose of stabilizing their income in the event of medical problems. These medical problems will normally fall into one of the following catagories: (1) inability to work because of illness or injury and (2) receiving medical, dental, or optical examination or treatment. Whenever possible, leave must be approved in advance by the employee's supervisor. This policy is not intended to provide compensation for absences caused by other personal reasons.

PROCEDURE:

I. All full-time permanent, full-time temporary, part-time permanent employees are eligible to earn sick leave. New employees begin to earn sick leave credit on the first day of their employment with the College.

Amount of Sick Leave Earned Per Pay Period

No. of Hours Worked Per Pay Period	No. of Hours Earned Per Pay Period
80	4
60-79	3
40-59	2
20-39	1
1-19	-

II. An employee will be required to notify his supervisor or a person designated by his supervisor as soon as possible when an absence occurs. Normally, this will be within one hour after the employee's starting time.

III. Employees may elect to have their sick leave account accumulate indefinitely as a form of insurance against medical difficulties, however, employees will not be paid for any unused sick leave upon their termination from Gallaudet College.

IV. It is the responsibility of the supervisor to approve sick leave for purposes for which it is authorized. A supervisor must have satisfactory evidence that a staff member's absence was for an authorized purpose. For absences of more than three consecutive work days, a supervisor may elect to require the employee to submit acceptable evidence of illness or medical problems. Further, the supervisor may elect to request a medical certificate or other acceptable evidence if the supervisor has reason to believe the employee is abusing the Sick Leave Policy.

V. There may be circumstances when an employee has used up all sick leave and annual leave and is still unable to return to work. In these circumstances, an employee may be put on a sick leave status without pay for an indefinite period of time. During this period, the employee's benefits will remain in effect. In order to provide flexibility and yet maintain consistency, each situation will be reviewed by the Supervisor, Director of General Services, and the Administrative Officer.

VI. Employees may not borrow from their sick leave account.

Approved Edward C. Merrill, Jr.
President

Date June 8, 1972

GALLAUDET COLLEGE

Administration and Operations Manual

12/14/71 Transmittal 9
Section: 10:06:00
Subject: Annual Leave (Vacations)
Page 1 of 2

SCOPE:

This policy applies to Gallaudet College, Kendall Demonstration Elementary School for the Deaf, Model Secondary School for the Deaf, and the National Center for Continuing Education.

POLICY:

This policy is intended to provide eligible employees with annual periods for rest, relaxation and to conduct personal business. Since employees are entitled to annual leave, it is incumbent upon all levels of supervision to arrange work so that employees can actually receive the annual leave to which they are entitled, and, whenever feasible, at times requested by the employees.

PROCEDURE:

I. All full-time permanent, full-time temporary, part-time permanent, and part-time temporary employees are eligible to earn annual leave.

Amount of Annual Leave Earned Per Pay Period

No. of hours worked per pay period	Less than 3 years service	3 but less than 15 years service	15 years service or more
80	4 hours	6 hours	8 hours
60-79	3 hours	4-1/2 hours	6 hours
40-59	2 hours	3 hours	4 hours
20-39	1 hour	1-1/2 hours	2 hours
1-19	-	-	-

II. Employees may carry unused annual leave over to the following leave year (ending December 31) but the total balance carried over cannot exceed thirty days.

III. Terminating employees, after 90 days continuous service, will be paid a lump sum for their annual leave balance up to 30 days.

IV. If an approved holiday occurs during an employee's vacation, the employee will be given an additional day of vacation.

V. Normally, annual leave will not be approved during the following times unless specifically approved by the appropriate Administrative Officer:

1. The week preceding the opening of a unit's academic session (fall, spring, summer and preparatory).
2. Any week when students for which your unit has responsibility are arriving on the campus (e.g. orientation periods for new students).
3. The week preceding a unit's commencement day.

Approved Edward C.
President

Date 12/14/71

GALLAUDET COLLEGE Administration and Operations Manual	3/27/72 Transmittal 20
	Section: 10:07:00
	Subject: Funeral Leave
	Page 1 of 1

SCOPE:

This policy applies to Gallaudet College, Kendall Demonstration Elementary School for the Deaf, Model Secondary School for the Deaf, and the National Center for Continuing Education.

POLICY:

Upon the death of an immediate member of an employee's family, up to five (5) days off with pay will be allowed in addition to any annual leave used. The number of authorized funeral leave days will be determined by the supervisor and the Administrative Officer. For the purpose of this policy, members of the immediate family will be considered to be wife, husband, children, father, mother, brother, or sister.

Approved Edward C. Merrill, Jr.
President

Date March 27, 1972

GALLAUDET COLLEGE Administration and Operations Manual	3/31/72 Transmittal 21
	Section: 10:08:00
	Subject: Jury-Witness Leave
	Page 1 of 2

SCOPE:

This policy applies to permanent employees of Gallaudet College, Kendall Demonstration Elementary School for the Deaf, Model Secondary School for the Deaf and the National Center for Continuing Education.

POLICY:

The College believes that every citizen should fulfill his civic responsibilities in serving on court juries and as a witness when called upon. If an employee is summoned for jury duty, he will receive the difference between his regular base salary and the sum received for such services. Any reimbursements for parking or mileage may be retained by the employee. The same arrangement exists if an employee should be summoned to appear as a witness in a court case, except when he appears as a witness for his personal benefit. The existence of such benefit shall be determined solely by the College. All employee benefits will continue in effect during the jury-witness leave.

PROCEDURE:

1. An employee must present the jury duty or court witness summons to his supervisor as soon as he is given notification by governmental authorities so that arrangements can be made to continue his work during the employee's absence. In unusual cases, the College may wish to request a postponement of jury duty. If this is not granted, the employee will be granted the leave.

2. If an employee is released from jury duty or witness service for any period during his normal working hours, he shall immediately call his supervisor and shall report for work as so instructed, provided that reporting for work will not interfere with th performance of the responsibilities assigned him by the court.

3. On the employee's time sheet, the supervisor will record in the regular pay column, the number of hours worked including jury duty. Also, in the margin to the left of th employee's name record "absent (no.) hours-jury duty". The employee shall conti to receive his regular base salary during this period. Upon return to normal work status, the employee will provide the supervisor with a statement from the Clerk of Court or other responsible court official giving the dates the employee served and amount of compensation received for those services, minus those amounts represen reimbursement for parking fees or mileage. This amount will be deducted from the employee's regular paycheck on the next pay period following his return to work.

GALLAUDET COLLEGE Administration and Operations Manual	3/31/72 Transmittal 21
	Section: 10:08:00
	Subject: Jury-Witness Leave
	Page 2 of 2

4. The above procedure also applies to employees using witness leave.

Approved Edward C. Merrill, Jr.
President

Date March 31, 1972

DAILY COMPUTATION SHEET
Non-Faculty

DATE	R	S	V	D	NAME	SOURCE	POSITION	REF.	REASON	HIRED	S.D.

RECRUITMENT SEARCH
Faculty

DEPARTMENT ____________

CHAIRMAN ____________
DATE ____________

NAME OF APPLICANT	DEGREE			DISCIPLINE	SEX		RACE				PERSONAL INTERVIEW		COMMENTS
	B.A.	M.A.	Ph.D.		M	F	Wh.	Bl.	Span.	Oth.	Yes	No	
1.													
2.													
3.													
4.													
5.													
6.													
7.													
8.													
9.													
10.													

BEST COPY AVAILABLE

Table 1. YEARS OF SCHOOL COMPLETED BY PERSONS 14 YEARS OLD AND OVER, BY AGE, RACE, AND SEX: MARCH 1971

([illegible] The March 1971 survey includes [illegible] members of the Armed Forces in the United States living off post or with their families on post but excludes all other members of the Armed Forces)

AGE, RACE, AND SEX	TOTAL POPULATION	ELEMENTARY: 0 TO 4 YEARS	ELEMENTARY: 5 YEARS	ELEMENTARY: 6 AND 7 YEARS	ELEMENTARY: 8 YEARS	HIGH SCHOOL: 1 YEAR	HIGH SCHOOL: 2 YEARS	HIGH SCHOOL: 3 YEARS	HIGH SCHOOL: 4 YEARS	COLLEGE: 1 YEAR	COLLEGE: 2 YEARS	COLLEGE: 3 YEARS	COLLEGE: 4 YEARS	COLLEGE: 5 YEARS OR MORE	MEDIAN SCHOOL YEARS COMPLETED
TOTAL															
TOTAL, 14 YEARS AND OVER	[illegible]	5 [illegible]	2 [illegible]	[illegible] 286	19 306	17 738	12 073	8 532	48 614	7 028	7 009	5 006	8 02[illegible]	5 2[illegible]	12.1
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
21 YEARS AND OVER	123 97[illegible]	5 690	2 100	7 805	14 801	6 353	8 088	5 853	43 710	5 900	6 700	3 030	9 021	5 253	12.3
MALE, 14 YEARS AND OVER	71 0[illegible]	3 141	1 106	5 191	8 525	5 014	5 545	4 452	20 546	3 680	3 756	2 010	4 806	3 667	12.1
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
21 YEARS AND OVER	58 668	3 007	1 026	3 816	7 189	2 851	3 521	2 630	18 097	3 682	3 610	1 588	4 846	3 601	12.3
FEMALE, 14 YEARS AND OVER	78 600	2 707	1 118	5 056	8 781	3 710	6 529	3 080	28 070	3 339	3 690	1 075	4 181	1 612	12.1
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
21 YEARS AND OVER	65 288	2 682	1 073	5 080	7 812	3 582	4 567	3 223	25 257	2 822	3 388	1 445	4 177	1 617	12.2
PERCENT DISTRIBUTION															
TOTAL, 14 YEARS AND OVER	100.0	3.9	1.5	6.0	12.0	7.1	8.0	6.3	32.9	6.7	5.0	3.1	6.0	5.5	(X)
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
21 YEARS AND OVER	100.0	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	(X)
MALE, 14 YEARS AND OVER	100.0	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	(X)
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
21 YEARS AND OVER	100.0	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	(X)

- REPRESENTS ZERO OR ROUNDS TO ZERO. X NOT APPLICABLE. Z LESS THAN 0.05 PERCENT.

Current Population Reports, Series P-20, no. 229, Dec, 1971
Population characteristics
U.S. Bureau of the Census -159-

Table 1. YEARS OF SCHOOL COMPLETED BY PERSONS 14 YEARS OLD AND OVER, BY AGE, RACE, AND SEX: MARCH 1971—Continued

(Numbers in thousands. The March 1971 survey includes 1 164 000 members of the Armed Forces in the United States living off post or with their families on post but excludes all other members of the Armed Forces)

RACE, AGE, AND SEX	TOTAL POPULATION	YEARS OF SCHOOL COMPLETED: ELEMENTARY: 0 TO 4 YEARS	5 YEARS	6 AND 7 YEARS	8 YEARS	HIGH SCHOOL: 1 YEAR	2 YEARS	3 YEARS	4 YEARS	COLLEGE: 1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS OR MORE	MEDIAN SCHOOL YEARS COMPLETED
TOTAL, ALL RACES															
PERCENT DISTRIBUTION—CON.															
FEMALE, 14 YEARS AND OVER	100.0	3.5	1.8	6.0	12.4	7.5	8.3	6.5	35.7	6.9	6.7	1.9	5.3	2.1	(B)
14 AND 15 YEARS	100.0	0.9	0.7	25.7	45.0	25.4	1.4	0.1	0.2	-	-	-	-	-	(B)
16 AND 17 YEARS	100.0	0.4	0.1	1.8	4.1	22.5	40.8	25.1	2.0	0.1	0.1	-	-	-	(B)
18 AND 19 YEARS	100.0	0.6	0.2	0.7	2.0	5.8	6.7	20.0	52.3	11.2	1.0	0.1	(Z)	-	(B)
20 AND 21 YEARS	100.0	0.5	0.3	1.4	2.4	7.5	4.7	4.7	44.3	15.7	10.5	6.9	1.1	(Z)	(B)
22 TO 24 YEARS	100.0	0.6	0.1	1.7	3.3	5.4	5.6	4.8	47.4	7.0	6.8	4.6	13.0	2.5	(B)
25 YEARS AND OVER	100.0	4.5	1.8	6.6	12.7	5.6	7.2	4.9	37.8	5.9	4.7	1.7	5.2	2.6	(B)
25 TO 29 YEARS	100.0	1.1	0.4	2.4	3.6	4.3	7.0	4.2	47.0	7.0	6.3	2.3	10.3	3.4	(B)
30 TO 34 YEARS	100.0	1.4	0.7	2.6	4.6	5.4	6.8	5.9	48.7	5.2	5.0	2.0	8.4	3.3	(B)
35 TO 44 YEARS	100.0	2.2	1.0	4.3	6.6	5.7	8.0	5.8	45.4	4.1	5.1	1.7	6.1	2.8	(B)
45 TO 54 YEARS	100.0	2.8	1.5	5.8	10.8	5.4	7.5	5.9	43.2	3.7	4.6	1.7	4.8	2.5	(B)
55 TO 64 YEARS	100.0	5.3	2.3	8.0	17.8	6.3	8.0	4.8	33.1	2.9	4.1	1.8	5.0	2.6	(B)
65 TO 74 YEARS	100.0	8.7	3.6	12.2	24.0	5.0	6.8	3.2	20.7	2.4	4.0	1.2	4.6	2.0	(B)
75 YEARS AND OVER	100.0	16.8	6.8	13.0	28.6	4.1	4.1	2.0	16.6	1.9	3.0	0.9	3.1	1.0	(B)
21 YEARS AND OVER	100.0	4.1	1.8	6.1	11.7	5.4	7.0	4.9	38.7	6.3	5.1	2.2	6.0	2.5	(B)
WHITE															
TOTAL, 14 YEARS AND OVER	133 633	4 289	1 668	8 565	17 526	9 149	10 475	8 061	44 535	6 450	6 424	2 887	8 519	4 475	12.2
14 AND 15 YEARS	6 993	33	53	1 772	3 165	1 867	82	11	9	-	-	-	-	-	8.5
16 AND 17 YEARS	6 760	38	8	137	418	1 562	2 787	1 643	101	10	8	-	-	-	10.4
18 AND 19 YEARS	6 228	58	15	54	163	225	429	1 324	3 114	700	57	9	1	1	12.3
20 AND 21 YEARS	5 541	38	7	75	135	164	233	242	2 227	900	1 028	418	47	8	12.8
22 TO 24 YEARS	8 000	65	23	153	250	258	362	355	3 416	700	721	584	1 231	201	12.8
25 YEARS AND OVER	99 211	4 058	1 564	6 176	13 195	5 043	6 583	4 435	35 181	4 069	5 111	1 879	7 243	4 477	12.2
25 TO 29 YEARS	12 275	150	43	255	442	438	680	497	5 412	897	804	363	1 404	788	12.7
30 TO 34 YEARS	10 278	154	67	268	541	473	621	451	4 628	450	575	247	1 078	637	12.6
35 TO 44 YEARS	20 185	456	168	824	1 451	874	1 309	865	8 599	844	1 176	591	1 673	1 188	12.4
45 TO 54 YEARS	21 129	574	271	1 094	2 341	1 151	1 536	1 175	8 429	830	1 109	555	1 375	938	12.3
55 TO 64 YEARS	16 080	722	335	1 404	3 257	1 019	1 304	846	4 927	518	746	326	928	665	11.5
65 TO 74 YEARS	11 297	871	370	1 387	2 940	658	761	363	2 139	289	386	147	570	320	9.0
75 YEARS AND OVER	7 187	1 071	310	937	2 169	428	287	139	1 047	124	210	73	256	135	8.6
21 YEARS AND OVER	110 847	4 160	1 580	6 377	13 523	5 384	7 060	4 903	40 156	5 477	6 287	2 845	8 510	4 475	12.3
MALE, 14 YEARS AND OVER	63 685	2 218	848	4 201	8 603	4 311	4 839	3 765	18 780	3 231	3 090	1 520	4 605	3 483	12.2
14 AND 15 YEARS	3 564	16	30	845	1 606	853	44	8	1	-	-	-	-	-	8.5
16 AND 17 YEARS	3 429	20	9	80	246	630	1 400	785	32	9	3	-	-	-	10.4
18 AND 19 YEARS	3 063	30	8	33	65	106	242	720	1 369	410	25	4	-	1	12.3
20 AND 21 YEARS	2 540	22	5	35	75	67	81	120	866	477	508	305	11	8	12.8
22 TO 24 YEARS	4 291	41	17	80	106	108	150	155	1 718	570	404	358	588	187	12.8
25 YEARS AND OVER	47 048	2 078	772	3 050	6 474	2 307	2 912	1 984	14 758	1 960	2 551	856	4 006	3 281	12.3
25 TO 29 YEARS	6 066	65	24	119	247	232	278	271	2 460	421	505	213	771	562	12.8
30 TO 34 YEARS	5 083	70	28	150	307	218	280	182	2 067	282	300	133	548	475	12.6
35 TO 44 YEARS	9 947	240	80	479	814	463	626	427	3 660	453	627	230	1 010	801	12.5
45 TO 54 YEARS	10 224	356	102	565	1 201	526	730	537	3 436	406	570	167	848	646	12.4
55 TO 64 YEARS	8 018	356	171	688	1 644	470	575	417	2 045	235	348	156	457	622	11.2
65 TO 74 YEARS	4 958	448	193	608	1 350	271	322	160	762	129	121	47	265	102	8.8
75 YEARS AND OVER	2 798	520	132	500	841	165	101	51	275	36	40	32	100	89	[illegible]
21 YEARS AND OVER	52 623	2 133	782	3 161	6 623	2 460	3 046	2 197	16 405	2 402	3 180	1 444	4 603	3 482	12.3
FEMALE, 14 YEARS AND OVER	69 948	2 071	820	4 074	8 720	4 837	5 636	4 297	25 754	3 227	3 436	1 367	3 914	1 491	12.2
14 AND 15 YEARS	3 429	17	14	777	1 558	1 013	38	3	8	-	-	-	-	-	8.6
16 AND 17 YEARS	3 331	10	1	47	172	722	1 387	908	69	5	5	-	-	-	10.5
18 AND 19 YEARS	3 165	18	8	21	67	118	187	617	1 726	370	32	1	1	-	12.5
20 AND 21 YEARS	3 061	16	1	38	61	96	142	118	1 357	422	520	213	35	2	12.8
22 TO 24 YEARS	4 609	24	8	73	144	150	211	201	2 188	321	317	227	603	134	12.7
25 YEARS AND OVER	52 163	1 982	792	3 118	6 722	2 736	3 671	2 450	20 427	2 109	2 560	926	3 236	1 385	12.2
25 TO 29 YEARS	6 169	65	19	136	215	227	402	277	2 945	436	399	150	673	224	12.6
30 TO 34 YEARS	5 155	65	37	118	234	254	341	269	2 560	277	270	114	452	144	12.5
35 TO 44 YEARS	10 208	216	88	365	637	410	770	561	4 939	431	551	189	660	209	12.4
45 TO 54 YEARS	10 846	218	129	515	1 119	425	805	658	4 993	452	550	186	527	272	12.3
55 TO 64 YEARS	8 462	364	164	721	1 613	540	730	414	2 842	285	398	168	471	209	11.8
65 TO 74 YEARS	6 334	503	177	719	1 581	388	439	204	1 377	160	269	80	305	135	9.4
75 YEARS AND OVER	4 389	551	177	546	1 341	283	186	84	771	68	138	42	147	49	8.7
21 YEARS AND OVER	58 224	2 016	787	3 215	6 901	2 838	3 664	2 706	23 251	2 586	3 107	1 366	3 911	1 491	12.3
PERCENT DISTRIBUTION															
TOTAL, 14 YEARS AND OVER	100.0	3.2	1.2	6.3	13.0	6.8	7.8	6.0	35.5	6.8	5.2	2.2	6.4	3.9	(B)
14 AND 15 YEARS	100.0	0.5	0.8	25.3	45.3	26.7	1.2	0.2	0.1	-	-	-	-	-	(B)
16 AND 17 YEARS	100.0	0.6	0.1	2.0	6.2	23.1	41.2	25.0	1.5	0.2	0.1	-	-	-	(B)
18 AND 19 YEARS	100.0	0.9	0.2	0.9	2.6	3.6	6.8	21.3	50.0	12.5	0.9	0.1	(Z)	(Z)	(B)
20 AND 21 YEARS	100.0	0.7	0.1	1.3	2.4	3.5	4.2	4.4	40.1	16.2	18.5	7.5	0.8	0.1	(B)
22 TO 24 YEARS	100.0	0.7	0.3	1.7	3.0	3.0	4.1	4.0	43.4	7.9	8.1	6.6	15.0	3.5	(B)
25 YEARS AND OVER	100.0	4.1	1.6	6.2	13.3	5.1	6.6	4.5	35.4	4.1	5.2	1.9	7.3	4.7	(B)
25 TO 29 YEARS	100.0	1.1	0.4	2.1	3.6	3.6	5.4	4.1	44.2	7.0	7.0	3.0	11.5	6.4	(B)
30 TO 34 YEARS	100.0	1.5	0.7	2.6	5.3	4.6	6.1	4.4	45.2	5.5	5.6	2.4	10.5	6.2	(B)
35 TO 44 YEARS	100.0	2.3	0.8	4.1	7.2	4.8	6.5	4.8	42.7	4.4	5.8	2.9	8.3	5.9	(B)
45 TO 54 YEARS	100.0	2.7	1.3	5.2	11.1	5.0	7.3	5.6	39.9	4.0	5.3	1.7	6.5	4.4	(B)
55 TO 64 YEARS	100.0	4.5	2.0	8.3	19.2	6.0	7.7	4.9	29.0	3.1	4.4	1.9	5.5	3.4	(B)
65 TO 74 YEARS	100.0	8.6	3.3	12.3	26.0	5.8	6.7	3.2	18.9	2.6	3.4	1.1	5.0	2.9	(B)
75 YEARS AND OVER	100.0	14.4	4.3	13.0	30.1	6.0	4.0	1.9	14.6	1.7	3.0	1.0	3.6	1.9	(B)
21 YEARS AND OVER	100.0	3.7	1.4	5.8	12.2	4.8	6.4	4.4	36.2	4.6	5.7	2.6	7.7	4.5	(B)

- Represents zero or rounds to zero. B Not applicable. Z Less than 0.05 percent.

U. S. Bureau of the Census

BEST COPY AVAILABLE

Table 1. YEARS OF SCHOOL COMPLETED BY PERSONS 14 YEARS OLD AND OVER, BY AGE, RACE, AND SEX: MARCH 1971–Continued

(Numbers in thousands. The March 1971 survey includes 1,164,000 members of the Armed Forces in the United States living off post or with their families on post but excludes all other members of the Armed Forces)

AGE, RACE, AND SEX	TOTAL POPULATION	YEARS OF SCHOOL COMPLETED													MEDIAN SCHOOL YEARS COMPLETED
		ELEMENTARY				HIGH SCHOOL				COLLEGE					
		0 TO 4 YEARS	5 YEARS	6 AND 7 YEARS	8 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS OR MORE	
WHITE--CON.															
PERCENT DISTRIBUTION--CON.															
MALE, 14 YEARS AND OVER	100.0	3.5	1.3	6.7	13.8	6.7	7.6	5.9	28.4	5.1	5.5	2.4	7.2	5.4	(X)
14 AND 15 YEARS	100.0	0.4	1.1	27.9	45.1	23.9	1.2	0.2	(Z)	-	-	-	-	-	(X)
16 AND 17 YEARS	100.0	0.7	0.1	2.6	7.2	24.5	40.8	22.9	0.9	0.2	0.1	-	-	-	(X)
18 AND 19 YEARS	100.0	1.3	0.3	1.1	3.1	3.5	7.9	23.1	45.3	13.4	0.8	0.1	-	(Z)	(X)
20 AND 21 YEARS	100.0	0.9	0.2	1.4	2.9	3.8	3.6	4.9	34.9	18.8	20.0	8.1	0.4	0.2	(X)
22 TO 24 YEARS	100.0	1.0	0.4	1.9	2.5	2.5	3.5	3.6	40.0	8.8	9.4	8.3	13.7	4.4	(X)
25 YEARS AND OVER	100.0	4.4	1.6	6.5	13.7	4.9	6.2	4.2	31.3	4.2	5.4	2.0	8.5	7.5	(X)
25 TO 29 YEARS	100.0	1.1	0.4	2.0	4.1	3.5	4.6	3.6	40.7	6.9	8.3	3.5	12.5	9.3	(X)
30 TO 34 YEARS	100.0	1.4	0.6	3.0	6.0	4.3	5.5	3.6	40.7	5.6	6.0	2.6	11.5	9.3	(X)
35 TO 44 YEARS	100.0	2.4	0.8	4.6	8.2	4.7	6.3	4.3	36.8	4.6	6.3	2.1	10.2	9.0	(X)
45 TO 54 YEARS	100.0	3.5	1.4	5.7	12.3	5.1	7.1	5.2	33.6	4.0	5.6	1.6	8.3	6.5	(X)
55 TO 64 YEARS	100.0	6.5	2.1	8.6	20.5	5.9	7.2	5.1	26.0	2.9	4.3	1.9	5.7	5.3	(X)
65 TO 74 YEARS	100.0	9.4	3.9	13.5	27.4	5.5	6.5	3.2	15.4	2.6	2.4	1.0	5.4	3.9	(X)
75 YEARS AND OVER	100.0	18.6	4.7	13.9	30.1	5.2	3.6	1.8	9.8	1.3	2.9	1.1	3.9	3.1	(X)
21 YEARS AND OVER	100.0	4.1	1.5	6.0	12.6	4.7	5.9	4.2	32.1	4.7	6.0	2.8	8.7	6.6	(X)
FEMALE, 14 YEARS AND OVER	100.0	3.0	1.2	5.8	12.5	6.9	8.1	6.2	37.0	4.6	4.9	2.0	5.6	2.1	(X)
14 AND 15 YEARS	100.0	0.5	0.4	22.7	45.5	29.6	1.1	0.1	0.2	-	-	-	-	-	(X)
16 AND 17 YEARS	100.0	0.4	(Z)	1.4	5.2	21.7	41.6	27.3	2.1	0.2	0.2	-	-	-	(X)
18 AND 19 YEARS	100.0	0.6	0.2	0.7	2.1	3.8	5.9	19.5	54.5	11.7	1.0	(Z)	(Z)	-	(X)
20 AND 21 YEARS	100.0	0.5	(Z)	1.3	2.0	3.2	4.7	3.9	44.6	14.1	17.3	7.1	1.2	0.1	(X)
22 TO 24 YEARS	100.0	0.5	0.1	1.6	3.1	3.3	4.6	4.4	47.5	7.0	6.9	4.9	13.9	2.3	(X)
25 YEARS AND OVER	100.0	3.8	1.5	6.0	12.9	5.3	7.0	4.7	39.2	4.0	4.9	1.8	6.2	2.7	(X)
25 TO 29 YEARS	100.0	1.0	0.3	2.2	3.5	3.7	6.5	4.5	47.7	7.1	6.5	2.4	10.9	3.7	(X)
30 TO 34 YEARS	100.0	1.3	0.7	2.3	4.5	4.9	6.6	5.2	49.7	5.4	5.2	2.2	8.8	3.2	(X)
35 TO 44 YEARS	100.0	2.1	0.9	3.6	6.2	5.0	7.5	5.5	48.4	4.2	5.4	1.8	6.5	2.9	(X)
45 TO 54 YEARS	100.0	2.0	1.2	4.7	10.3	4.8	7.4	5.9	45.8	4.0	5.0	1.7	4.8	2.5	(X)
55 TO 64 YEARS	100.0	4.1	1.8	8.0	18.0	6.1	8.1	4.6	31.7	3.2	4.4	1.9	5.3	2.7	(X)
65 TO 74 YEARS	100.0	7.9	2.8	11.4	25.0	6.1	6.9	3.2	21.7	2.5	4.2	1.3	4.8	2.1	(X)
75 YEARS AND OVER	100.0	12.6	4.0	12.5	30.1	6.4	4.2	2.0	17.6	2.0	3.1	1.0	3.3	1.1	(X)
21 YEARS AND OVER	100.0	3.5	1.4	5.5	11.9	5.8	6.8	4.8	39.9	3.4	5.3	2.3	6.7	2.6	(X)
NEGRO AND OTHER RACES															
TOTAL, 14 YEARS AND OVER	16 826	1 599	554	1 881	1 979	1 585	1 597	1 471	4 080	569	525	198	508	280	10.5
14 AND 15 YEARS	1 167	11	33	368	493	234	25	2	-	-	-	-	-	-	8.3
16 AND 17 YEARS	1 103	23	2	55	140	299	367	207	9	-	1	-	-	-	10.1
18 AND 19 YEARS	987	10	3	22	51	65	145	265	334	83	7	3	-	-	11.7
20 AND 21 YEARS	874	18	10	18	38	44	61	91	344	111	97	40	3	-	12.5
22 TO 24 YEARS	1 279	22	2	42	45	111	98	99	544	84	98	46	79	10	12.4
25 YEARS AND OVER	11 416	1 516	505	1 377	1 212	832	902	807	2 848	291	322	109	426	270	10.3
25 TO 29 YEARS	1 679	29	16	78	104	138	172	127	659	91	82	23	109	51	12.3
30 TO 34 YEARS	1 393	33	13	93	71	97	129	161	533	46	56	18	82	61	12.2
35 TO 44 YEARS	2 639	136	75	277	230	261	261	224	801	83	83	27	107	74	11.4
45 TO 54 YEARS	2 375	274	115	351	347	185	192	157	504	45	65	29	64	46	9.5
55 TO 64 YEARS	1 715	385	130	299	254	111	94	105	228	13	16	9	40	30	8.2
65 TO 74 YEARS	965	345	91	173	128	28	34	22	86	12	15	3	22	6	6.5
75 YEARS AND OVER	650	315	65	106	77	12	20	11	36	2	4	-	1	1	5.2
21 YEARS AND OVER	13 109	1 541	510	1 428	1 278	959	1 028	950	3 558	526	458	185	507	280	10.8
MALE, 14 YEARS AND OVER	7 874	922	258	900	922	703	706	688	1 764	258	264	90	241	159	10.3
14 AND 15 YEARS	583	8	20	196	246	106	7	1	-	-	-	-	-	-	8.3
16 AND 17 YEARS	550	21	1	32	75	148	170	101	1	-	1	-	-	-	10.0
18 AND 19 YEARS	477	5	1	16	24	46	86	117	138	40	3	-	-	-	11.5
20 AND 21 YEARS	391	18	1	8	17	17	38	45	138	54	41	14	-	-	12.4
22 TO 24 YEARS	615	15	-	28	17	81	25	48	235	38	56	29	35	9	12.4
25 YEARS AND OVER	5 258	857	234	621	544	305	380	375	1 254	125	161	48	206	150	10.2
25 TO 29 YEARS	800	19	10	45	66	62	78	58	292	34	36	13	54	33	12.2
30 TO 34 YEARS	648	16	7	55	33	32	67	84	222	19	33	11	37	32	12.1
35 TO 44 YEARS	1 199	99	48	140	95	103	95	103	333	35	35	12	54	47	11.2
45 TO 54 YEARS	1 098	154	56	158	167	58	84	73	244	24	39	9	32	19	9.6
55 TO 64 YEARS	797	223	63	131	105	38	39	46	100	7	9	3	19	14	7.7
65 TO 74 YEARS	444	186	36	58	64	8	9	9	47	5	9	-	9	4	6.0
75 YEARS AND OVER	273	159	16	33	34	3	9	2	15	-	-	-	1	1	4.3
21 YEARS AND OVER	6 045	874	234	655	566	391	425	433	1 552	193	236	88	241	159	10.7
FEMALE, 14 YEARS AND OVER	8 952	676	297	981	1 057	882	891	783	2 315	312	262	108	267	121	10.7
14 AND 15 YEARS	584	3	14	172	247	128	19	1	-	-	-	-	-	-	8.4
16 AND 17 YEARS	553	2	1	23	65	151	197	105	8	-	-	-	-	-	10.2
18 AND 19 YEARS	510	4	1	6	27	20	59	197	196	43	4	3	-	-	11.9
20 AND 21 YEARS	483	-	8	10	21	26	23	46	207	57	56	26	3	-	12.5
22 TO 24 YEARS	664	7	2	14	29	30	72	52	310	46	41	18	44	2	12.4
25 YEARS AND OVER	6 157	659	270	757	668	527	522	432	1 594	167	161	61	220	119	10.4
25 TO 29 YEARS	879	10	6	33	38	76	94	70	367	57	46	10	56	17	12.3
30 TO 34 YEARS	745	17	6	38	39	65	62	77	311	27	23	7	45	30	12.2
35 TO 44 YEARS	1 440	36	27	137	135	158	166	120	468	48	48	15	53	27	11.5
45 TO 54 YEARS	1 277	120	60	193	200	126	108	84	260	21	26	20	32	27	9.5
55 TO 64 YEARS	917	162	67	168	149	73	56	59	128	6	6	7	21	16	8.4
65 TO 74 YEARS	521	159	56	115	65	20	25	13	38	7	4	3	13	3	6.8
75 YEARS AND OVER	378	156	49	72	43	9	11	9	22	2	4	-	-	-	5.7
21 YEARS AND OVER	7 064	667	276	773	712	568	603	517	2 006	336	221	97	266	121	10.9

- REPRESENTS ZERO OR ROUNDS TO ZERO.   X NOT APPLICABLE.   Z LESS THAN 0.05 PERCENT.

Current Population Reports, Series P-20, no. 229, Dec, 1971
Population characteristics
U.S. Bureau of the Census

Table 1. YEARS OF SCHOOL COMPLETED BY PERSONS 14 YEARS OLD AND OVER, BY AGE, RACE, AND SEX: MARCH 1971--Continued

(Numbers in thousands. The March 1971 survey includes 1,164,000 members of the Armed Forces in the United States living off post or with their families on post, but excludes all other members of the Armed Forces)

AGE, RACE, AND SEX	TOTAL POPULATION	YEARS OF SCHOOL COMPLETED: ELEMENTARY: 0 TO 4 YEARS	ELEMENTARY: 5 YEARS	ELEMENTARY: 6 AND 7 YEARS	ELEMENTARY: 8 YEARS	HIGH SCHOOL: 1 YEAR	HIGH SCHOOL: 2 YEARS	HIGH SCHOOL: 3 YEARS	HIGH SCHOOL: 4 YEARS	COLLEGE: 1 YEAR	COLLEGE: 2 YEARS	COLLEGE: 3 YEARS	COLLEGE: 4 YEARS	COLLEGE: 5 YEARS OR MORE	MEDIAN SCHOOL YEARS COMPLETED
NEGRO AND OTHER RACES--CON.															
PERCENT DISTRIBUTION															
TOTAL, 14 YEARS AND OVER	100.0	9.5	3.3	11.2	11.8	9.4	9.5	8.7	24.2	3.4	3.1	1.2	3.0	1.7	(X)
14 AND 15 YEARS	100.0	0.9	2.9	31.5	42.2	20.1	2.2	0.2	-	-	-	-	-	-	(X)
16 AND 17 YEARS	100.0	2.1	0.2	5.0	12.7	27.1	33.2	18.7	0.8	-	0.1	-	-	-	(X)
18 AND 19 YEARS	100.0	1.0	0.3	2.2	5.2	8.6	14.7	26.8	33.8	8.4	0.7	0.3	-	-	(X)
20 AND 21 YEARS	100.0	2.0	1.1	2.0	4.4	5.0	7.0	10.4	39.4	12.7	11.1	4.5	0.4	-	(X)
22 TO 24 YEARS	100.0	1.7	0.1	3.3	3.5	8.6	7.6	7.8	42.6	6.6	7.6	3.6	6.2	0.8	(X)
25 YEARS AND OVER	100.0	13.3	4.4	12.1	10.6	7.3	7.9	7.1	24.9	2.6	2.8	1.0	3.7	2.4	(X)
25 TO 29 YEARS	100.0	1.7	0.9	4.7	6.2	8.2	10.2	7.6	39.3	5.4	4.9	1.4	6.5	3.0	(X)
30 TO 34 YEARS	100.0	2.4	0.9	6.7	5.1	6.9	9.2	11.6	38.2	7.3	4.0	1.3	5.9	4.4	(X)
35 TO 44 YEARS	100.0	5.1	2.8	10.5	8.7	9.9	9.9	8.5	30.4	3.1	3.2	1.0	4.1	2.8	(X)
45 TO 54 YEARS	100.0	11.5	4.9	14.8	14.6	7.8	8.1	6.6	21.2	1.9	2.7	1.2	2.7	1.9	(X)
55 TO 64 YEARS	100.0	22.5	7.6	17.4	14.8	6.5	5.5	6.1	13.3	0.7	0.9	0.6	2.3	1.8	(X)
65 TO 74 YEARS	100.0	35.7	9.4	17.9	13.3	2.9	3.5	2.3	8.9	1.2	1.6	0.3	2.3	0.7	(X)
75 YEARS AND OVER	100.0	48.4	10.0	16.2	11.8	1.9	3.0	1.6	5.6	0.2	0.7	-	0.2	0.2	(X)
21 YEARS AND OVER	100.0	11.8	3.9	10.9	9.7	7.3	7.8	7.2	27.1	3.3	3.5	1.4	3.9	2.1	(X)
MALE, 14 YEARS AND OVER	100.0	11.7	3.3	11.4	11.7	8.9	9.0	8.7	22.4	3.3	3.3	1.1	3.1	2.0	(X)
14 AND 15 YEARS	100.0	1.3	3.4	33.6	42.2	18.2	1.2	0.2	-	-	-	-	-	-	(X)
16 AND 17 YEARS	100.0	3.7	0.2	5.8	13.6	26.9	30.9	18.4	0.2	-	0.2	-	-	-	(X)
18 AND 19 YEARS	100.0	1.1	0.3	3.4	5.1	9.6	18.0	24.6	28.8	8.5	0.7	-	-	-	(X)
20 AND 21 YEARS	100.0	4.5	0.4	2.0	4.3	4.4	9.7	11.6	35.1	13.0	10.6	3.5	-	-	(X)
22 TO 24 YEARS	100.0	2.4	-	4.5	2.7	13.1	4.1	7.7	38.1	6.3	9.2	4.7	5.7	1.8	(X)
25 YEARS AND OVER	100.0	16.3	4.5	11.8	10.3	5.8	7.2	7.1	23.8	2.4	3.1	0.9	3.9	2.0	(X)
25 TO 29 YEARS	100.0	2.4	1.2	5.6	8.2	7.7	9.8	7.2	36.5	4.3	4.5	1.7	6.7	4.1	(X)
30 TO 34 YEARS	100.0	2.5	1.1	8.5	5.1	5.0	10.3	13.0	34.3	3.0	5.1	1.6	5.7	4.0	(X)
35 TO 44 YEARS	100.0	8.3	4.0	11.7	7.9	8.6	7.9	8.6	27.7	2.9	2.9	1.0	4.5	3.9	(X)
45 TO 54 YEARS	100.0	14.0	5.1	14.4	13.4	5.4	7.7	6.7	22.2	2.2	3.5	0.8	2.9	1.7	(X)
55 TO 64 YEARS	100.0	28.0	7.9	16.4	13.2	4.8	4.8	5.8	12.6	0.9	1.2	0.3	2.4	1.7	(X)
65 TO 74 YEARS	100.0	42.0	8.0	13.1	10.3	1.8	2.0	2.0	10.7	1.1	2.0	-	1.9	1.0	(X)
75 YEARS AND OVER	100.0	58.2	5.7	12.3	12.5	1.1	3.2	0.6	5.4	-	-	-	0.5	0.3	(X)
21 YEARS AND OVER	100.0	14.5	3.9	10.8	9.4	6.5	7.0	7.2	25.7	3.1	3.9	1.5	4.0	2.6	(X)
FEMALE, 14 YEARS AND OVER	100.0	7.6	3.3	11.0	11.8	9.9	10.0	8.7	25.9	3.5	2.9	1.2	3.0	1.4	(X)
14 AND 15 YEARS	100.0	0.5	2.4	29.5	42.3	22.0	3.2	0.2	-	-	-	-	-	-	(X)
16 AND 17 YEARS	100.0	0.4	0.2	4.1	11.6	27.4	35.6	19.0	1.4	-	-	-	-	-	(X)
18 AND 19 YEARS	100.0	0.9	0.3	1.1	5.3	3.8	11.6	28.9	38.4	8.4	0.8	0.6	-	-	(X)
20 AND 21 YEARS	100.0	-	1.7	2.1	4.4	5.4	5.7	9.4	42.8	11.7	11.6	5.4	0.7	-	(X)
22 TO 24 YEARS	100.0	1.1	0.2	2.1	4.2	4.5	10.9	7.8	44.6	6.9	6.2	2.6	6.6	0.2	(X)
25 YEARS AND OVER	100.0	10.7	4.4	12.3	10.8	8.6	8.5	7.0	25.9	2.7	2.6	1.0	3.6	1.9	(X)
25 TO 29 YEARS	100.0	1.1	0.7	3.8	4.3	8.6	10.6	7.9	41.7	6.4	5.2	1.2	6.3	2.0	(X)
30 TO 34 YEARS	100.0	2.2	0.8	5.1	5.2	8.7	8.4	10.3	41.7	3.6	3.1	0.9	6.1	4.0	(X)
35 TO 44 YEARS	100.0	2.5	1.9	9.5	9.6	11.0	11.6	8.4	32.5	3.3	3.3	1.1	3.7	1.9	(X)
45 TO 54 YEARS	100.0	9.4	4.7	15.1	15.7	9.9	8.4	6.6	20.4	1.6	2.0	1.5	2.5	2.1	(X)
55 TO 64 YEARS	100.0	17.6	7.3	18.3	16.2	7.9	6.1	6.5	14.0	0.6	0.7	0.7	2.2	1.8	(X)
65 TO 74 YEARS	100.0	30.4	10.7	22.0	12.4	3.8	4.8	2.5	7.4	1.3	1.2	0.5	2.6	0.4	(X)
75 YEARS AND OVER	100.0	41.4	13.1	19.1	11.3	2.5	2.9	2.4	5.7	0.4	1.2	-	-	-	(X)
21 YEARS AND OVER	100.0	9.4	3.9	10.9	10.1	8.0	8.5	7.3	28.4	3.3	3.1	1.4	3.8	1.7	(X)
NEGRO															
TOTAL, 14 YEARS AND OVER	15 216	1 460	530	1 787	1 821	1 480	1 503	1 395	3 611	489	[illegible]	164	371	162	10.4
14 AND 15 YEARS	1 091	11	33	355	453	215	23	2	-	-	-	-	-	-	8.3
16 AND 17 YEARS	1 000	21	2	50	133	277	327	179	8	-	1	-	-	-	10.1
18 AND 19 YEARS	905	7	3	22	48	64	140	245	302	68	5	3	-	-	11.9
20 AND 21 YEARS	806	18	7	18	37	42	61	90	324	95	82	29	1	-	12.4
22 TO 24 YEARS	1 168	20	2	38	42	109	97	94	498	77	83	36	67	6	12.4
25 YEARS AND OVER	10 250	1 383	488	1 303	1 111	773	856	784	2 478	248	274	96	303	156	10.1
25 TO 29 YEARS	1 495	28	13	74	100	133	167	121	600	72	70	22	74	18	12.2
30 TO 34 YEARS	1 236	20	13	86	66	91	126	159	480	40	52	16	48	29	12.1
35 TO 44 YEARS	2 335	126	71	261	205	245	241	221	685	49	67	23	75	45	11.1
45 TO 54 YEARS	2 140	253	113	337	322	165	170	153	420	61	59	26	47	32	9.3
55 TO 64 YEARS	1 571	350	125	282	246	102	90	102	188	12	11	6	33	24	8.1
65 TO 74 YEARS	866	313	86	163	101	29	33	19	69	12	12	3	21	6	6.4
75 YEARS AND OVER	600	285	64	100	70	8	20	9	35	2	3	-	1	1	5.2
21 YEARS AND OVER	11 796	1 406	498	1 350	1 170	898	982	922	3 131	373	388	151	371	162	10.4
MALE, 14 YEARS AND OVER	7 079	844	248	850	845	654	670	638	1 563	221	219	60	160	82	10.1
14 AND 15 YEARS	550	8	20	189	226	99	7	1	-	-	-	-	-	-	8.3
16 AND 17 YEARS	492	19	1	29	72	133	150	85	1	-	1	-	-	-	9.9
18 AND 19 YEARS	440	4	1	16	23	44	85	103	128	34	1	-	-	-	11.5
20 AND 21 YEARS	363	10	1	8	17	15	38	44	131	50	46	7	-	-	12.3
22 TO 24 YEARS	558	14	-	25	17	81	25	43	219	37	50	21	20	4	12.3
25 YEARS AND OVER	4 675	782	224	591	481	281	365	362	1 088	100	132	41	140	78	9.9
25 TO 29 YEARS	704	19	8	45	60	59	76	54	275	22	20	12	34	11	12.1
30 TO 34 YEARS	573	16	7	53	29	30	65	83	198	17	20	10	26	11	12.0
35 TO 44 YEARS	1 066	90	45	133	90	95	90	101	245	29	29	7	38	26	10.9
45 TO 54 YEARS	990	144	54	151	136	90	81	72	105	22	34	9	19	13	9.1
55 TO 64 YEARS	713	205	61	120	100	33	34	42	76	4	5	3	14	11	7.5
65 TO 74 YEARS	390	167	34	57	44	11	9	7	38	5	4	-	7	4	5.8
75 YEARS AND OVER	245	141	15	33	28	3	9	2	10	-	-	-	1	1	4.4
21 YEARS AND OVER	5 388	790	224	622	513	365	410	414	1 363	162	190	67	160	82	10.0

- REPRESENTS ZERO OR ROUNDS TO ZERO. X NOT APPLICABLE.

Table 1. YEARS OF SCHOOL COMPLETED BY PERSONS 14 YEARS OLD AND OVER, BY AGE, RACE, AND SEX: MARCH 1971–Continued

(Numbers in thousands. The March 1971 survey includes 1 164 000 members of the Armed Forces in the United States living off post or with their families on post, but excludes all other members of the Armed Forces)

AGE, RACE, AND SEX	TOTAL POPULA-TION	YEARS OF SCHOOL COMPLETED													MEDIAN SCHOOL YEARS COM-PLETED
		ELEMENTARY				HIGH SCHOOL				COLLEGE					
		0 TO 4 YEARS	5 YEARS	6 AND 7 YEARS	8 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS OR MORE	
NEGRO--CON.															
FEMALE, 14 YEARS AND OVER.	8 137	616	282	928	976	826	833	757	2 048	268	227	95	203	79	10.5
14 AND 15 YEARS.	541	3	12	166	227	116	16	1	-	-	-	-	-	-	8.4
16 AND 17 YEARS.	508	2	1	21	60	143	177	95	8	-	-	-	-	-	10.1
18 AND 19 YEARS.	465	3	1	6	23	20	55	142	173	34	4	3	-	-	11.9
20 AND 21 YEARS.	440	-	6	10	20	26	23	46	193	45	48	22	1	-	12.5
22 TO 24 YEARS	609	6	2	13	25	29	72	52	283	40	33	15	39	2	12.4
25 YEARS AND OVER.	5 574	601	260	713	620	492	491	422	1 390	148	142	55	162	78	10.2
25 TO 29 YEARS	787	9	4	29	36	74	91	66	328	50	41	10	44	7	12.3
30 TO 34 YEARS	663	13	6	34	37	62	61	76	282	23	23	7	21	18	12.2
35 TO 44 YEARS	1 269	36	26	128	115	150	151	120	392	41	39	15	37	19	11.2
45 TO 54 YEARS	1 166	108	59	186	186	115	99	81	226	19	24	17	28	19	9.4
55 TO 64 YEARS	857	145	64	162	147	68	54	59	112	6	6	3	19	13	8.4
65 TO 74 YEARS	477	146	52	105	57	18	24	12	31	7	6	3	13	2	6.8
75 YEARS AND OVER.	355	144	49	68	43	5	11	8	22	2	3	-	-	-	5.7
21 YEARS AND OVER.	6 408	607	266	728	661	533	571	507	1 768	211	190	84	203	79	10.7
PERCENT DISTRIBUTION															
TOTAL, 14 YEARS AND OVER	100.0	9.6	3.5	11.7	12.0	9.7	9.9	9.2	23.7	3.2	2.9	1.1	2.4	1.1	(X)
14 AND 15 YEARS.	100.0	1.0	2.9	32.6	41.5	19.7	2.1	0.2	-	-	-	-	-	-	(X)
16 AND 17 YEARS.	100.0	2.1	0.2	5.0	13.3	27.7	32.7	17.9	0.9	-	0.1	-	-	-	(X)
18 AND 19 YEARS.	100.0	0.8	0.3	2.4	5.1	7.0	15.5	27.1	33.4	7.5	0.6	0.3	-	-	(X)
20 AND 21 YEARS.	100.0	2.2	0.9	2.2	4.6	5.2	7.6	11.2	40.3	11.8	10.2	3.6	0.2	-	(X)
22 TO 24 YEARS	100.0	1.7	0.1	3.2	3.5	9.4	8.3	8.1	42.6	6.6	7.1	3.1	5.7	0.5	(X)
25 YEARS AND OVER.	100.0	13.5	4.7	12.7	10.8	7.5	8.3	7.6	24.2	2.4	2.7	0.9	3.0	1.5	(X)
25 TO 29 YEARS	100.0	1.8	0.8	4.9	6.7	8.9	11.2	8.1	40.2	4.8	4.7	1.5	5.2	1.2	(X)
30 TO 34 YEARS	100.0	2.3	1.0	7.0	5.3	7.4	10.2	12.9	38.9	3.2	4.2	1.3	3.9	2.4	(X)
35 TO 44 YEARS	100.0	5.4	3.0	11.2	8.8	10.5	10.3	9.5	29.3	3.0	2.9	1.0	3.2	1.9	(X)
45 TO 54 YEARS	100.0	11.8	5.2	15.7	15.0	7.7	8.3	7.1	19.6	1.9	2.7	1.2	2.2	1.5	(X)
55 TO 64 YEARS	100.0	22.3	7.9	18.0	15.7	6.5	5.7	6.5	12.0	0.7	0.7	0.4	2.1	1.6	(X)
65 TO 74 YEARS	100.0	36.2	9.9	18.8	11.7	3.3	3.8	2.2	7.9	1.4	1.4	0.3	2.4	0.7	(X)
75 YEARS AND OVER.	100.0	47.5	10.7	16.7	11.7	1.4	3.3	1.6	5.9	0.3	0.5	-	0.2	0.2	(X)
21 YEARS AND OVER.	100.0	11.9	4.2	11.4	10.0	7.6	8.3	7.8	26.5	3.2	3.3	1.3	3.1	1.4	(X)
MALE, 14 YEARS AND OVER.	100.0	11.9	3.5	12.1	11.9	9.2	9.5	9.0	22.1	3.1	3.1	1.0	2.4	1.2	(X)
14 AND 15 YEARS.	100.0	1.4	3.6	34.4	41.1	18.0	1.2	0.2	-	-	-	-	-	-	(X)
16 AND 17 YEARS.	100.0	3.9	0.2	6.0	14.7	27.1	30.5	17.2	0.3	-	0.3	-	-	-	(X)
18 AND 19 YEARS.	100.0	0.8	0.3	3.7	5.1	10.1	19.3	23.5	29.2	7.7	0.3	-	-	-	(X)
20 AND 21 YEARS.	100.0	4.8	0.4	2.2	4.7	4.2	10.5	12.2	36.0	13.7	9.4	1.9	-	-	(X)
22 TO 24 YEARS	100.0	2.4	-	4.5	3.0	14.5	4.6	7.6	38.4	6.7	8.9	3.8	4.9	0.7	(X)
25 YEARS AND OVER.	100.0	16.7	4.8	12.6	10.5	6.0	7.8	7.7	23.3	2.1	2.8	0.9	3.0	1.7	(X)
25 TO 29 YEARS	100.0	2.7	1.2	6.3	9.0	8.3	10.7	7.7	38.8	3.1	4.1	1.7	4.8	1.6	(X)
30 TO 34 YEARS	100.0	2.7	1.2	9.2	5.0	5.2	11.3	14.6	34.6	3.0	5.1	1.7	4.6	1.9	(X)
35 TO 44 YEARS	100.0	8.4	4.2	12.5	8.4	8.9	8.4	9.5	27.5	2.7	2.7	0.7	3.6	2.5	(X)
45 TO 54 YEARS	100.0	14.7	5.5	15.4	13.9	5.1	8.2	7.3	19.9	2.2	3.5	0.9	1.9	1.3	(X)
55 TO 64 YEARS	100.0	28.8	8.6	16.8	14.0	4.7	5.1	5.9	10.7	0.8	0.8	0.4	2.0	1.5	(X)
65 TO 74 YEARS	100.0	42.9	8.8	14.6	11.4	2.9	2.3	1.8	9.7	1.2	1.5	-	1.9	1.1	(X)
75 YEARS AND OVER.	100.0	57.4	6.0	13.3	11.3	1.2	3.5	0.6	5.5	-	-	-	0.5	0.6	(X)
21 YEARS AND OVER.	100.0	14.8	4.2	11.5	9.5	6.8	7.6	7.7	25.3	3.0	3.7	1.2	3.1	1.5	(X)
FEMALE, 14 YEARS AND OVER.	100.0	7.6	3.5	11.4	12.0	10.2	10.2	9.3	25.2	3.3	2.8	1.2	2.5	1.0	(X)
14 AND 15 YEARS.	100.0	0.5	2.2	30.7	41.9	21.5	3.0	0.2	-	-	-	-	-	-	(X)
16 AND 17 YEARS.	100.0	0.4	0.2	4.2	11.9	28.2	34.8	18.6	1.6	-	-	-	-	-	(X)
18 AND 19 YEARS.	100.0	0.7	0.3	1.2	5.0	4.2	11.8	30.5	37.3	7.4	0.9	0.7	-	-	(X)
20 AND 21 YEARS.	100.0	-	1.3	2.3	4.6	6.0	5.2	10.3	43.9	10.3	10.9	4.9	0.3	-	(X)
22 TO 24 YEARS	100.0	1.0	0.3	2.1	4.1	4.7	11.8	8.5	46.5	6.6	5.4	2.5	6.4	0.3	(X)
25 YEARS AND OVER.	100.0	10.8	4.7	12.8	11.1	8.8	8.8	7.6	24.9	2.7	2.5	1.0	2.9	1.4	(X)
25 TO 29 YEARS	100.0	1.1	0.5	3.7	4.6	9.4	11.6	8.4	41.6	6.4	5.2	1.3	5.6	0.9	(X)
30 TO 34 YEARS	100.0	2.0	0.9	5.1	5.6	9.3	9.2	11.4	42.6	3.5	3.5	1.0	3.2	2.8	(X)
35 TO 44 YEARS	100.0	2.8	2.1	10.1	9.1	11.8	11.9	9.5	30.9	3.3	3.0	1.2	2.9	1.5	(X)
45 TO 54 YEARS	100.0	9.3	5.0	16.0	15.9	9.9	8.4	6.9	19.3	1.7	2.1	1.5	2.4	1.6	(X)
55 TO 64 YEARS	100.0	16.9	7.4	19.0	17.1	7.9	6.3	6.9	13.0	0.6	0.7	0.4	2.2	1.6	(X)
65 TO 74 YEARS	100.0	30.7	10.9	22.1	12.0	3.8	4.9	2.5	6.5	1.5	1.4	0.6	2.8	0.4	(X)
75 YEARS AND OVER.	100.0	40.6	13.8	19.1	12.1	1.5	3.1	2.2	6.1	0.4	0.9	-	-	-	(X)
21 YEARS AND OVER.	100.0	9.5	4.1	11.4	10.3	8.3	8.9	7.9	27.6	3.3	3.0	1.3	3.2	1.2	(X)

- REPRESENTS ZERO OR ROUNDS TO ZERO.   X NOT APPLICABLE.

BEST COPY AVAILABLE

Table 2. Demographic and Background Characteristics
of American College Faculty, by Sex: 1969
(Percentage Distribution)

Item Description and Question Number	All Institutions			In Two-Year Colleges			In Four-Year Colleges			In Universities		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Age (82)												
Over 60 (born before 1909)	7.4	9.3	7.7	6.2	8.0	6.6	7.9	10.4	8.5	7.2	8.6	7.4
51-60 (born 1909-1918)	15.1	18.5	15.7	15.2	18.5	16.1	15.0	17.7	15.6	15.1	19.4	15.7
41-50 (born 1919-1928)	26.7	26.6	26.7	27.6	29.0	28.0	25.6	26.4	25.7	27.3	25.8	27.1
36-40 (born 1929-1933)	17.3	13.0	16.5	15.5	12.2	14.6	16.4	14.5	15.9	18.3	11.7	17.3
31-35 (born 1934-1938)	18.5	12.8	17.4	18.3	11.9	16.6	18.4	12.8	17.1	18.6	13.3	17.8
30 or less (born after 1938)	15.0	19.7	16.0	17.2	20.3	18.0	16.7	18.1	17.0	13.4	21.1	14.6
Race (89)												
White	96.6	94.7	96.1	99.1	96.7	98.4	94.2	91.3	93.5	97.7	97.7	97.7
Black	1.8	3.9	2.2	0.5	1.4	0.7	4.2	7.4	5.0	0.4	1.0	0.5
Oriental	1.3	1.1	1.3	0.2	1.4	0.5	1.2	0.9	1.2	1.6	1.0	1.6
Other	0.3	0.3	0.3	0.2	0.5	0.3	0.4	0.3	0.4	0.3	0.2	0.3
Citizenship (6) a,b												
Not U.S. citizen	4.0	2.8	3.8	0.8	1.3	0.9	3.3	3.2	3.3	5.1	3.1	4.8
U.S. citizen, naturalized	5.5	4.6	5.3	4.3	2.2	3.8	5.8	4.9	5.6	5.6	5.3	5.6
U.S. citizen, native	90.5	92.6	90.9	94.8	96.5	95.3	90.9	91.9	91.1	89.2	91.6	89.6
Father's Educational Attainment (79b)												
Eighth grade or less	30.0	25.5	29.1	39.4	30.5	37.1	31.5	26.7	30.5	26.9	21.9	26.1
Some high school	14.4	13.7	14.3	15.2	15.0	15.1	15.4	13.6	15.0	13.6	13.3	13.5
Completed high school	17.5	17.4	17.5	19.1	20.1	19.3	17.4	16.0	17.1	17.2	17.7	17.3
Some college	12.4	13.7	12.6	10.8	15.9	12.1	12.2	12.3	12.2	12.9	16.2	13.1
College graduate	9.6	10.0	9.7	6.7	5.9	6.5	8.7	10.1	9.0	10.9	11.7	11.0
Some graduate school	5.0	7.1	5.4	2.7	4.5	3.2	4.9	7.8	5.6	5.5	7.5	5.8
Advanced degree	11.1	12.6	11.4	6.1	8.2	6.6	9.9	13.3	10.7	13.0	13.8	13.1
Religious Background (78a)												
Protestant	63.9	65.4	64.1	64.4	64.1	64.3	59.3	59.7	59.4	66.8	72.2	67.6
Catholic	15.9	21.3	16.9	21.8	26.2	23.4	18.6	24.3	19.9	12.7	14.8	13.0
Jewish	10.4	6.7	9.7	3.7	2.2	3.3	12.3	8.9	11.5	10.7	6.2	10.1
Other	3.4	2.7	3.3	3.8	2.8	3.6	3.3	2.9	3.2	3.4	2.6	3.3
None	3.3	2.6	3.2	2.4	1.4	2.2	3.1	2.5	2.9	3.7	3.3	3.7
No answer	3.0	1.2	2.7	3.8	1.3	3.1	3.4	1.6	3.0	2.6	0.9	2.3
Current Religion (78b)												
Protestant	47.1	51.4	47.9	51.4	53.5	52.0	44.6	46.7	45.1	47.8	55.8	48.9
Catholic	12.2	19.2	13.5	17.8	26.8	20.1	14.7	22.4	16.4	9.2	12.2	9.6
Jewish	7.3	5.4	7.0	2.6	1.6	2.4	9.0	7.5	8.6	7.3	4.9	6.9
Other	6.1	5.2	5.9	7.1	5.9	6.8	5.7	5.1	5.6	6.2	5.1	6.0
None	21.9	15.6	20.7	15.0	10.1	13.8	20.2	15.0	19.0	24.6	18.8	23.7
No answer	5.4	3.1	4.9	6.0	2.1	5.0	5.8	3.3	5.3	4.9	3.4	4.7
Marital Status (85)												
Currently married	87.0	47.4	79.3	86.0	50.3	76.7	83.7	45.6	74.9	89.4	48.1	83.2
Divorced, separated, widowed	3.0	12.4	4.8	2.8	12.2	5.2	3.5	12.9	5.7	2.7	12.1	4.1
Never married	10.0	40.1	15.9	11.2	37.5	18.1	12.8	41.5	19.4	7.9	39.8	12.7
Number of Children (86)												
None	29.3	65.3	36.1	29.7	61.9	36.0	33.7	64.8	40.6	26.2	67.3	32.3
One	16.7	12.3	15.9	18.0	11.5	16.3	16.9	12.8	16.0	16.4	12.0	15.7
Two	26.3	12.9	23.7	25.9	12.7	22.5	24.3	13.8	22.0	27.7	12.0	25.4
Three or more	27.7	9.6	24.3	26.3	13.9	23.1	25.1	8.6	21.4	29.7	8.7	26.6

BEST COPY AVAILABLE

ADDITIONAL COPIES OF THIS RESEARCH REPORT (VOL. 5, NO. 8, 1970) MAY BE OBTAINED FROM THE PUBLICATIONS DIVISION, AMERICAN COUNCIL ON EDUCATION, ONE DUPONT CIRCLE, WASHINGTON, D.C. 20036. PLEASE REMIT $3.00 PER COPY WITH YOUR ORDER.

A Survey of Black American Doctorates

Conducted by James W. Bryant, program advisor,
Special Projects in Education, the Ford Foundation

In the course of planning a program to increase the number of black Ph.D.s, the Office of Special Projects of the Ford Foundation conducted a survey of black men and women who hold the doctorate. The results support the generally held assumption that less than 1 per cent of America's earned doctoral degrees are held by Negroes. From a variety of sources, the names of 2,280 Negro Ph.D.s were obtained.* For the immediate future the percentage is not likely to change, since another survey indicates that less than 1 per cent of the Ph.D. candidates at the close of the 1967-1968 academic year were black men and women.**

Table III FIELDS IN WHICH DEGREES WERE CONFERRED

	Male		Female		Total	
Field	Number	Per Cent	Number	Per Cent	Number	Per Cent
Education	228	26.4	85	36.3	313	28.6
Social Sciences	242	28.0	46	19.7	288	26.3
Biological Sciences	120	14.0	22	9.4	142	12.9
Humanities	90	10.4	46	19.7	136	12.4
Physical Sciences	116	13.4	13	5.5	129	11.8
Other*	66	7.8	22	9.4	88	8.0
Total	862	100.0	234	100.0	1096	100.0

*Includes Agriculture, Business, Engineering, Home Economics, and Religion.

Table IV EMPLOYMENT OF BLACK DOCTORATES

	Male		Female		Total	
Employment	Number	Per Cent	Number	Per Cent	Number	Per Cent
College & University	729	84.8	208	88.9	937	85.4
Government	47	5.4	11	4.7	58	5.3
Social Agencies	42	4.9	11	4.7	53	4.8
Industry	28	3.2	1	.4	29	2.7
Other*	16	1.8	3	1.2	19	1.8
Total	862	100.0	234	99.9	1096	100.0

*Includes retired and self-employed persons

TABLE III

DOCTOR OF PHILOSOPHY DEGREES AWARDED FROM 1964 THROUGH 1968

	Academic Year	Total Ph.D.'s Awarded	Ph.D.'s to Black Americans	Percent to Black Americans
EAST (23 respondents out of 39 asked)	1963-64	1,221	9	0.74
	1964-65	1,456	14	0.96
	1965-66	1,586	15	0.95
	1966-67	1,741	24	1.38
	1967-68	2,015	17	0.84
	Five years	8,019	79	0.99
SOUTH (12 respondents out of 24 asked)	1963-64	692	1	0.14
	1964-65	916	1	0.11
	1965-66	1,028	1	0.10
	1966-67	1,197	10	0.84
	1967-68	1,271	6	0.47
	Five years	5,104	19	0.37
MIDWEST (18 respondents out of 25 asked)	1963-64	2,934	26	0.89
	1964-65	3,059	38	1.24
	1965-66	3,495	28	0.80
	1966-67	3,784	33	0.87
	1967-68	4,219	41	0.97
	Five years	17,491	166	0.95
WEST (10 respondents out of 17 asked)	1963-64	952	5	0.53
	1964-65	1,177	5	0.42
	1965-66	1,335	8	0.60
	1966-67	1,670	3	0.18
	1967-68	1,708	9	0.53
	Five years	6,842	30	0.44
TOTALS (63 respondents out of 105 asked)	1963-64	5,799	41	0.71
	1964-65	6,608	58	0.88
	1965-66	7,444	52	0.70
	1966-67	8,392	70	0.83
	1967-68	9,213	73	0.79
	Five years	37,456	294	0.78

TABLE IV

DISTRIBUTION OF BLACK AMERICAN RECIPIENTS OF THE DEGREE OF DOCTOR OF PHILOSOPHY DURING THE FIVE-YEAR PERIOD ENDING 1968 -

Number of black American Ph.D.'s	Number of universities				
	East	South	Midwest	West	Total
0	4	4	3	2	13
1	8	4	1	1	14
2	3	0	3	2	8
3	0	2	1	3	6
4	0	1	0	0	1
5	3	1	0	0	4
6	1	0	1	1	3
7	0	0	0	0	0
8	1	0	1	0	2
9	0	0	0	0	0
10	1	0	3	1	5
11	1	0	0	0	1
12	0	0	1	0	1
13	0	0	1	0	1
14	0	0	0	0	0
15-19	1	0	0	0	1
20-24	0	0	2	0	2
25-29	0	0	0	0	0
30-34	0	0	0	0	0
35-39	0	0	0	0	0
40-44	0	0	1	0	1
45 or more	0	0	0	0	0
Universities responding	23	12	18	10	63
Universities asked	39	24	25	17	105

171

SPANISH SURNAMED AMERICAN COLLEGE GRADUATES

1970

TOTAL GRADUATES

PAGE 41

GRADUATING	AGRICULTURE	BUSINESS COMMERCE+	EDUCATION	ARCHITECTURE ENGINEERING	INDUSTRIAL + FINE ARTS	COMMUNICATIONS MEDIA	MATHEMATICS + PHYSICS	LANGUAGES	LAW	NATURAL SCIENCES	NURSING + MEDICINE	PHYSICAL SCIENCES	PHARMACY	SOCIAL SCIENCES		TOTAL
GRAND TOTAL	28	607	540	333	150	16	89	308	29	162	152	16	31	801	40	3302

Compiled By

The Cabinet Committee On Opportunity for the Spanish Speaking
Suite 712, 1800 G St., N.W., Washington, D.C. 20506

[illegible] Characteristics
of [illegible] Faculty [illegible] 1969
[illegible]

[illegible]	All Institutions			In [illegible] Colleges			In [illegible] Colleges			In Universities		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Age (85)												
[illegible] (born before 1909)	[illegible]	[illegible]	7.7	[illegible]	[illegible]	6.6	7.9	10.4	8.5	[illegible]	[illegible]	7.4
[illegible] (born [illegible])	[illegible]	18.5	15.7	15.2	18.5	16.1	15.0	[illegible]	15.6	15.1	19.4	15.7
[illegible] (born 1914-1923)	26.7	26.6	26.7	27.6	29.0	28.0	25.6	26.4	25.7	27.3	25.8	27.1
[illegible] (born 1924-1933)	17.3	13.0	16.5	15.5	12.2	14.6	16.4	14.5	15.9	18.3	11.7	17.3
[illegible] (born 1934-1938)	18.5	12.8	17.4	18.1	11.9	16.6	18.4	12.8	17.1	18.6	13.1	17.8
30 or less (born after 1938)	15.0	19.7	16.0	17.2	20.3	18.0	16.7	18.1	17.0	13.4	21.1	14.6
Race (89)												
White	96.6	94.7	96.3	99.1	96.7	98.4	94.2	91.3	93.5	97.7	97.7	97.7
Black	1.8	3.9	2.2	0.5	1.4	0.7	4.2	7.4	5.0	0.4	1.0	0.5
Oriental	1.1	1.1	1.3	0.2	1.4	0.5	1.2	0.9	1.2	1.6	1.0	1.6
Other	0.3	0.3	0.3	0.2	0.5	0.3	0.4	0.3	0.4	0.3	0.2	0.3
Citizenship (83 a,b)												
Not U.S. citizen	4.0	2.8	3.8	0.8	1.3	0.9	3.3	3.2	3.3	5.1	3.1	4.8
U.S. citizen, naturalized	5.5	4.6	5.3	4.3	2.2	3.8	5.8	4.9	5.6	5.6	5.3	5.6
U.S. citizen, native	90.5	92.6	90.9	94.8	96.5	95.3	90.9	91.9	91.1	89.2	91.6	89.6
Father's Educational Attainment (79b)												
Eighth grade or less	30.0	25.5	29.1	39.4	30.5	37.1	31.5	26.7	30.5	26.9	21.9	26.1
Some high school	14.4	13.7	14.3	15.2	15.0	15.1	15.6	13.6	15.0	13.6	13.3	13.5
Completed high school	17.5	17.4	17.5	19.1	20.1	19.3	17.4	16.0	17.1	17.2	17.7	17.3
Some college	12.4	13.7	12.6	10.8	15.9	12.1	12.2	12.3	12.2	12.9	14.2	13.1
College graduate	9.6	10.0	9.7	6.7	5.8	6.5	8.7	10.1	9.0	10.9	11.7	11.0
Some graduate school	5.0	7.1	5.4	2.7	4.5	3.2	4.9	7.8	5.6	5.5	7.5	5.8
Advanced degree	11.1	12.6	11.4	6.1	8.2	6.6	9.9	13.3	10.7	13.0	13.8	13.1
Religious Background (78a)												
Protestant	63.9	65.4	64.1	64.4	64.1	64.3	59.3	59.7	59.4	66.8	72.2	67.6
Catholic	15.9	21.3	16.9	21.8	28.2	23.4	18.6	24.3	19.9	12.7	14.8	13.0
Jewish	10.4	6.7	9.7	3.7	2.2	3.3	12.3	8.9	11.5	10.7	6.2	10.1
Other	3.4	2.7	3.3	3.8	2.8	3.6	3.3	2.9	3.2	3.4	2.6	3.3
None	3.3	2.6	3.2	2.4	1.4	2.2	3.1	2.5	2.9	3.7	3.3	3.7
No answer	3.0	1.2	2.7	3.8	1.3	3.1	3.4	1.6	3.0	2.6	0.9	2.3
Current Religion (78b)												
Protestant	47.1	51.4	47.9	51.4	53.5	52.0	44.6	46.7	45.1	47.8	55.8	48.9
Catholic	12.2	19.2	13.5	17.8	26.8	20.1	14.7	22.4	16.4	9.2	12.2	9.6
Jewish	7.3	5.4	7.0	2.6	1.6	2.4	9.0	7.5	8.6	7.3	4.9	6.9
Other	6.1	5.2	5.9	7.1	5.9	6.8	5.7	5.1	5.6	6.2	5.1	6.0
None	21.9	15.6	20.7	15.0	10.1	13.8	20.2	15.0	19.0	24.6	18.8	23.7
No answer	5.4	3.1	4.9	6.0	2.1	5.0	5.8	3.3	5.3	4.9	3.4	4.7
Marital Status (85)												
Currently married	87.0	47.4	79.3	86.0	50.3	76.7	83.7	45.6	74.9	89.4	48.1	83.2
Divorced, separated, widowed	3.0	12.4	4.8	2.8	12.2	5.2	3.5	12.9	5.7	2.7	12.1	4.1
Never married	10.0	40.1	15.9	11.2	37.5	18.1	12.8	41.5	19.4	7.9	39.8	12.7
Number of Children (86)												
None	29.3	65.3	36.1	29.7	61.9	38.0	33.7	64.8	40.6	26.2	67.1	32.3
One	16.7	12.3	15.9	18.0	11.5	16.3	16.9	12.8	16.0	16.4	12.0	15.7
Two	26.3	12.9	23.7	25.9	12.7	22.5	24.3	13.8	22.0	27.7	12.0	25.4
Three or more	27.7	9.6	24.3	26.3	13.9	23.1	25.1	8.6	21.4	29.7	8.7	26.6

ADDITIONAL COPIES OF THIS RESEARCH REPORT (VOL. 5, NO. 5, 1970) MAY BE OBTAINED FROM THE PUBLICATIONS DIVISION, AMERICAN COUNCIL ON EDUCATION, ONE DUPONT CIRCLE, WASHINGTON, D.C. 20036. PLEASE REMIT $3.00 PER COPY WITH YOUR ORDER.

THE PROFILE OF MEDICAL PRACTICE
Center for Health Services Research
American Medical Association
1972 Edition, P. 104

TABLE 52 -- DISTRIBUTION OF PHYSICIANS AMONG SPECIALTY GROUPS[c] BY SEX, DECEMBER 31, 1971

Specialty Group	Number of Women Physicians in Group	Percent of Women Physicians in Group	Number of Men Physicians in Group	Percent of Men Physicians in Group
Total	22,563[d]	100.0	296,136[e]	100.0
General practice	2,462	10.9	53,896	18.2
Internal medicine	3,242	14.4	54,617	18.4
Surgery	855	3.8	69,154	23.4
Obstetrics/gynecology	1,421	6.3	18,349	6.2
Pediatrics	4,247	18.8	15,671	5.3
Psychiatry	3,209	14.2	21,241	7.2
Radiology	754	3.3	13,585	4.6
Anesthesiology	1,655	7.3	9,902	3.3
Pathology	1,435	6.4	9,471	3.2
Other	3,283	14.6	30,250	10.2

c-Source: Special Tabulations from Physician Records, 1971. American Medical Association
d-Excludes 4,471 physicians (481 not classified, 3,539 inactive, and 451 address unknown).
e-Excludes 21,653 physicians (3,048 not classified, 15,849 inactive, and 2,756 address unknown).

TABLE 53 -- APPLICANTS AND ADMISSIONS TO MEDICAL SCHOOL BY SEX, SELECTED YEARS 1929-1930 THROUGH 1970-1971

First-Year Class	Men			Women			Women as Percentage of Total Accepted
	Number Applicants	Number Accepted	Percentage Accepted	Number Applicants	Number Accepted	Percentage Accepted	
1929-30	13,174	6,720	51.0	481	315	65.5	4.5
1939-40	11,168	5,890	52.7	632	321	50.8	5.2
1949-50	23,044	6,750	29.3	1,390	400	28.8	5.6
1959-60	13,926	7,968	57.2	1,026	544	53.0	6.4
1966-67	16,554	8,267	49.9	1,696	856	50.5	9.4
1967-68	16,773	8,718	51.9	1,951	984	50.4	10.1
1968-69	19,021	9,116	47.9	2,097	976	46.5	9.7
1969-70	22,176	9,536	43.0	2,289	1,011	44.2	9.6
1970-71	22,253	10,203	45.9	2,734	1,297	47.4	11.3

TABLE 54 -- PERCENTAGE OF WOMEN IN SELECTED PROFESSIONAL OCCUPATIONS,[1] 1970

Occupation[1]	Women as Percentage of All Workers
Lawyers	3.5
College presidents, professors, instructors	19.0
Clergy	5.8
Doctors	6.8
Engineers	0.8
Dentists	2.1
Scientists	9.9
Biologists	28.0
Chemists	8.6
Mathematicians	26.4
Physicists	4.2
Nurses	97.0
Social workers	57.0
Librarians	85.0

1-Source: U.S. Bureau of the Census, Census of Population, 1960, Vol. I, table 202, pp. 528-33, in: Epstein C.F., Woman's Place (Berkeley: University of California Press, 1970), P.7.

[illegible]

		PUBLIC INSTITUTIONS		PRIVATE INSTITUTIONS		TOTAL		
		Lay	Religious	Lay	Religious	Lay	Religious	Totals
PRESIDENTS and CHANCELLORS	Arts & Sciences	10	--	13	139	23	139	162
	Professional, Technical & Vocational*	--	--	5	1	5	1	6
ACADEMIC DEANS and ACADEMIC VICE-PRESIDENTS	Arts & Sciences	41	--	68	155	109	155	264
	Professional, Technical & Vocational*	85	--	16	22	101	[illegible]	[illegible]
ASSISTANT and ASSOCIATE ACADEMIC DEANS	Arts & Sciences	10	--	3	5	13	5	18
	Professional, Technical & Vocational*	1	--	--	--	[illegible]	--	[illegible]
FINANCIAL and/or ADMINISTRATIVE OFFICERS	Arts & Sciences	36	--	34	113	[illegible]	113	[illegible]
	Professional, Technical & Vocational*	8	--	20	3	[illegible]	3	[illegible]
TOTAL	Arts & Sciences	97	--	[illegible]	[illegible]	[illegible]	416	[illegible]
	Professional, Technical & Vocational*	[illegible]	--	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
	Total	[illegible]	--	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]**

*Including Health Sciences, Home Economics, Business and Education.
**Of this total, 42 have participated in the Institute for College and University Administrators.

[illegible] for Computation of [illegible] Affirmative Action Goals [illegible]

[illegible] Date ___/___

[illegible]____________________
[illegible]____________________
[illegible] ____ [illegible] ____ Technician, [illegible]
[illegible] Category__________

[illegible] of Availability of Minorities and Women in [illegible]

Availability Data

	Black	Native American	Oriental	Spanish Heritage	Other Non-White	Total Minority	Caucasian
Male							
Female							
Total							
% of							

Current Employment of Minorities & Women at Gallaudet in This Category

	Black		Native American		Oriental		Spanish Heritage		Other Non-White		Total Minority		[illegible]	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Male														
Female														
Total														

175

Calculation of Underutilization

	[illegible] Data			Availability Data			Utilization	
	Total Minority	Caucasian		Total Minority	Caucasian		Total Minority	
Male	____%	____%	—	____%	____%	=	____%	____
Female	____%	____%	—	____%	____%	=	____%	____

Calculation of Goals and Timetables

A. Calculation of anticipated staff vacancies

	Turnover		Positions			
Total Jobs	Promotions & Transfers	Termination	Currently Unfilled Budgeted	Projected Budget Expansion	Projected Budget Contraction	An Tot

B. Calculation of specific goal

Step 1: The total underutilization percentage is calculated by adding the underutilization percentage for minority men, minority women, and caucasian women.

Underutilization of Minority Men		Underutilization of Minority Women		Underutilization of Caucasian Women
____________	+	____________	+	____________

Total Underutilization

____

Step 2: Calculate the underutilization percentage of each group by dividing its underutilization percentage by the total underutilization percentage calculated in the last column of Step 1 above.

Underutilization for Specific Group %		Total Underutilization = %		Allocation of Total Underutilization to Specific Group %
________	÷	________	=	________

Step 3: With 50% of the anticipated job vacancies allocated for affirmative action purposes, each specific group receives a number of positions based on its portion of the total underutilization.

Allocation of Total Underutilization to Specific Group %		50% of Annual Job Vacancies		Annual Goal for Specific Group (round upward to nearest number)
________	x	________	=	________

Section C. Conversion of Goals to Numerical Range

Step 1: Calculate adjustment factor

Specific Annual Goals # Jobs		Constant		Adjustment factor (round upward to nearest number)
________	×	.025	=	________

Step 2: Convert Specific Annual Goal to Numerical Range

Specific Annual Goal # Jobs		Adjustment Factor		Numerical Range # Jobs
________	+ / -	________	=	________

Section D. Calculation of Timetables

		Yearly Range			
Current Employment	Range	Year 1,	Year 2,	Year 3,	Year 4
________	________	________	________	________	________

Year 5

____

The number of jobs that must be filled by a particular underutilized group in order to eliminate underutilization is divided by the annual vacancies in the job classification allocated to that group. The result is the number of years needed to eliminate underutilization for that group in that category.

jobs ÷ Annual Allotment = # years needed to eliminate underutilization

GALLAUDET - 1972

SUB-GROUPS

	SEX	RACE	HANDICAPPED
A	male	caucasian	hearing
B	male	caucasian	deaf
C	male	negro	hearing
D	male	negro	deaf
E	female	caucasian	hearing
F	female	caucasian	deaf
G	female	negro	hearing
H	female	negro	deaf
I	male	other	hearing
J	male	other	deaf
K	female	other	hearing
L	female	other	deaf

12-Month Faculty
Distribution by sex, race, handicap - within each quartile of the 1972-73 salary range

N= 45
Salary Ranges 14,190 - 32,015

Quartile	Male	Female	Caucasian	Negro or Other	Hearing	Deaf
1st - 24,927 - 32,015 N= 11	10	1	11	0	10	1
2nd - 22,000 - 24,681 N= 13	10	3	11	2	9	4
3rd - 19,676 - 21,932 N= 11	5	6	11	0	8	3
4th - 14,190 - 19,366 N= 10	4	6	10	0	7	3
Totals	29	16	43	2	34	11

12-Month Faculty
Distribution by Sub-groupings

											DEGREES			
	A	B	C	D	E	F	G	H	I	J	Ph.D.	M	B	Less
1st quartile N= 11	9 (1)	1			1 (1)						9		2	
2nd quartile N= 13	6 [1]	2 [2]			3				1	1	10	3		
3rd quartile N= 11	3	2 [2]			5 [4]	1 [1]					4	7		
4th quartile N= 10	3	1 (1)			4	2						9	1	
To :	21	6	0	0	13	3	0	0	1	1	23	19	3	

[ ] indicates # of masters
( ) indicates # of bachelors

9-Month Faculty
Distribution by sex, race, handicap - within each quartile of the 1972-73 salary range

= 118
alary Ranges 10,500 - 26,275

BEST COPY AVAILABLE

Quartile	Male	Female	Caucasian	Negro or Other	Hearing	Deaf
1st - 18,565 - 26,275 N= 22 % = 18.6	18	4	21	1	15	7
2nd - 16,100 - 18,555 N= 31 % = 26.3	18	13	28	3	25	6
3rd - 14,295 - 16,095 N= 26 % = 22	14	12	25	1	20	6
4th - 10,500 - 14,245 N= 39 % = 33	13	26	36	3	24	15
Totals	63	55	110	8 **	84	34

** Of this # only 3 are negro

9-Month Faculty
Distribution by Sub-groupings

													DEGREES			
N = 118	A	B	C	D	E	F	G	H	I	J	K	L	Ph.D.	M	B	Les
1st quartile N = 22	10 [3]	7 [6]			4 [3]				1				10	12		
2nd quartile N = 31	15 [10]	3 [3]			7 [7]	3 [2]	3 [2]						7	24		
3rd quartile N = 26	10 [7] (1)	3 [3]			9 [7]	3 [3]			1				5	20	1	
4th quartile N = 39	6	5 (1)			16* (1)	9 (4)			1 (1)	1 (1)	1		1	30	8	
Totals	41	18	0	0	36	15	3	0	3	1	1	0	23	86	9	

* 1 Ph.D. in this total
] indicates # of masters
) indicates # of bachelors

182

12-Month Administrative Officers
Distribution by sex, race, handicap - within each quartile of the 1972-73 salary range

N= 9

Quartile	Male	Female	Caucasian	Negro or Other	Hearing	Deaf
1st - 34,355 - 39,000 N= 2	2	0	2	0	2	0
2nd - 30,667 - 31,000 N= 2	2	0	2	0	2	0
3rd - 27,811 - 29,000 N= 3	3	0	3	0	1	2
4th - 21,000 - 23,000 N= 2	1	1	2	0	1	1
Totals	8	1	9	0	6	3

12-Month Administrative Officers
Distribution by Sub-groupings

										DEGREES			
	A	B	C	D	E	F	G	H	I	Ph.D.	M	B	Less
1st quartile N= 2	2									2			
2nd quartile N= 2	1								1	2			
3rd quartile N= 3	1 [1]	2								2	1		
4th quartile N= 2		1			1 [1]					1	1		
Totals	4	3			1				1	7	2		

[ ] indicates # of masters

12-Month faculty distribution by sex, race, and handicap - within each academic rank

1972

BEST COPY AVAILABLE

= 45

Rank	Male	Female	Caucasian	Negro or Other	Hearing	Deaf
rofessor 22,000 - 35,445 N = 12	11	1	12		10	2
ssociate Professor 18,333 - 28,111	13	9	21	1	16	6
ssistant Professor 15,277 - 21,389	5	2	7		7	
Instructor 12,833 - 18,027	1	3	4		1	3
otals	30	15	44	1	34	11

Sub-groupings

= 45

													DEGREES			
an	A	B	C	D	E	F	G	H	I	J	K	L	Ph.D.	M	B	Le
rof. = 12	9	2 [2]			1 (1)								9	2	1	
ssoc. rof. = 22	8 [2]	4 [2] (1)			8 [5]	1 [1]				1 [1]			10	11	1	
sst. rof. = 7	4 [2]				3								2	5		
nst. = 4		1 [1]			1 [1]	2 [1] (1)								3	1	
otals	21	7			13	3				1			21	21	3	

] indicates # of masters
) dicates # of bachelors

9-Month faculty distribution by sex, race, and handicap - within each academic rank

1972

N = 118

Rank	Male	Female	Caucasian	Negro or Other	Hearing	Deaf
Professor 18,000 - 29,000 N = 9	8	1	9	0	6	3
Associate Professor 15,000 - 23,000 N = 33	21	12	31	2	26	7
Assistant Professor 12,500 - 17,500 N = 37	19	18	33	4	29	8
Instructor 10,500 - 14,750 N = 39	15	24	37	2	22	17
Totals	63	55	110	8	83	35

BEST COPY AVAILABLE

Sub-groupings

N = 118

													DEGREES			
Rank	A	B	C	D	E	F	G	H	I	J	K	L	Ph.D.	M	B	Less
Prof. N = 9	5	3 [2]			1								7	2		
Assoc. Prof. N = 33	14 [7]	6 [6]			10 [10]	1 [1]	1		1				9	24		
Asst. Prof. N = 37	16 [15]	2 [2]			10 [7]	6 [5]	2 [2]		1 [1]				5	32		
Inst. N = 39	5 (2)	8 (4)			14 (1)	9 (5)			1 (1)	1 (1)	1			28	11	
Totals	40	19	0	0	35	16	3	0	3	1	1	0	21	86	11	

[ ] indicates # of masters
( ) indicates # of bachelors

Faculty turnover by sex, race, and handicap for
1970-71, 1971-72, 1972-73

N = 17

	Male		Female		Caucasian		Negro or Other		Hearing		Deaf	
	new	left	new	left	new	left	new	left	new	left	new	left
1970-71	7	2	13	3	20	5			16	4	4	1
1971-72	10	3	4	7	12	9	2	1	14	9		1
1972-73	4		10	2	13	2	1		12	2	2	
Totals	21	5	27	12	45	16	3	1	42	15	6	2

Reasons for leaving:

Females:

2 - non-renewal of contracts
2 - to raise a family
2 - retired
3 - relocated because of transfer of husband
1 - to accept a job elsewhere
1 - personal reason not given
1 - accidentally killed

Males:

3 - to resume graduate studies
1 - resigned to relocate
1 - non-renewal of contract

Merits and Promotions
1970-71, 1971-72, and 1972-73

= 80

Merits and Promotions		Male	Female	Caucasian	Negro or Other	Hearing	Deaf
1970-71	N = 13	7	6	13	0	12	1
1971-72	N = 54	38	16	51	3	34	20
1972-73	N = 13	11 *	2	13	0	8	5
Totals		56	24	77	3	54	26

No promotions were awarded in 70-71 and 71-72

Includes 5 promotions, 4 in sub-group a, and 1 in sub-group B

	A	B	C	D	E	F	G	H	I	J	K	L				
970-71 = 13	7				5	1										
971-72 = 54	22	15			9	5	2		1							
972-73 = 13	6	5			2											
otals	35	20			16	6	2		1							

10 Year Distribution of Sabbaticals and Leaves Without Pay

N = 55

Year	Male	Female	Caucasian	Negro or Other	Hearing	Deaf
1962-63	1		1		1	
1963-64*	1		1		1	
1964-65	1	2	2	1	2	1
1965-66	3	1	4		3	1
1966-67	3	3	6		5	1
1967-68	3	1	4		3	1
1968-69	5		5		4	1
1969-70	6	4	10		7	3
1970-71	4	2	6		5	1
1971-72	3	3	6		2	4
1972-73	2	7	9		4	5
Totals	32	23	54	1	37	18

Sub-groupings

N = 55

Year	A	B	C	D	E	F	G	H	I	J	K	L
1962-63	1											
1963-64	1											
1964-65	1				1							1
1965-66	2	1			1							
1966-67	2	1			3							
1967-68	2	1			1							
1968-69	4	1										
1969-70	3	3			4							
1970-71	3	1			2							
1971-72		3			2	1						
1972-73		2			4	3						
Totals	19	13	0	0	18	4	0	0	0	0	0	1

Faculty turnover by sex, race, and handicap for 10 years - 1962 through 1973

N= 551

	Male		Female		Caucasian		Negro or Other		Hearing		Deaf	
	new	left	new	left	new	left	new	left	new	left	new	left
972-73	4	2	10	7	12	8	2	1	11	6	3	3
971-72	13	7	6	4	16	11	3	0	18	9	1	2
970-71	7	7	13	12	20	19	0	0	17	16	3	3
969-70	14	6	15	5	28	11	1	0	25	11	4	0
968-69	21	7	12	13	32	19	1	1	25	16	8	4
967-68	11	6	10	9	18	15	3	0	17	12	4	3
966-67	5	7	10	3	14	10	1	0	12	9	3	1
965-66	8	8	14	7	22	14	0	1	18	13	4	2
964-65	13	4	8	3	20	7	1	0	20	6	1	1
963-64	10	3	4	6	13	9	1	0	8	8	6	1
962-63	5	3	7	2	12	5	0	0	9	2	3	3
otals	111	60	109	71	207	128	13	3	180	108	40	23

n = new
l = left

Faculty turnover by sex, race, and handicap for 10 years - 1963 through 1973

Sub-groupings

	A		B		C		D		E		F		G		H		I		J		K		[illegible]		[illegible]	
	n	l	n	l	n	l	n	l	n	l	n	l	n	l	n	l	n	l	n	l	n	l	n	l	n	l
1962-63	4			1		1			7	5	2	2							1		1					
1963-64	7	5	1	2	1				6	4							2						[illegible]	[illegible]	1	[illegible]
1964-65	4	4	3	3					11	12	2												[illegible]	[illegible]	[illegible]	[illegible]
1965-66	12	6	2						15	5	2		1										[illegible]	[illegible]	[illegible]	[illegible]
1966-67	15	3	5	3		1			9	12	3	1					1								10	11
1967-68	5	3	2	3					6	9	2		2				1						4	[illegible]	12	[illegible]
1968-69	7	6	1	1	1				8	3	2												[illegible]	[illegible]	[illegible]	[illegible]
1969-70	6	7	2						12	6	2	1								1			2	[illegible]	10	9
1970-71	11	3	1	1					6	3							1						6	1	14	5
1971-72	6	3	3						2	5	2	1							1				2	3	6	4
1972-73	8	2	2	1					6		1	2											[illegible]	[illegible]	9	[illegible]
TOTALS	50	42	22	15	2	2			87	64	18	7	3				5		2	1	1		43	21	139	85

BEST COPY AVAILABLE

Reasons for Leaving

	Male	Female	Hearing	Deaf
Non-renewal of contract	8	3	10	1
To raise a family	0	10	7	3
Resigned to relocate	11	17	22	6
To accept another position	20	30	42	10
To resume graduate studies	2	3	5	3
Personal reasons	8	3	5	0
Deceased	2	1	1	2
Retired	2	4	6	0
Position abolished	7	0	7	0
Totals = 131	60	71	105	25

KENDALL DEMONSTRATION ELEMENTARY SCHOOL

1972

RANK

In the past, KDES had no established policy for promotion across rank. However, KDES is presently in the process of establishing new guidelines for appointments and promotions which will basically require Masters level personnel for appointment to the Instructor level. Generally, three criteria have been considered: academic qualifications; length of service in a rank; and quality of performance as reported by supervisors. Also, the following minimum requirements for appointments and promotions to the various faculty ranks at KDES have been proposed but not officially adopted:

1. INSTRUCTOR: M.A. in appropriate field or B.A. plus 30 semester credit hours in appropriate field or equivalent experience.
2. ASSISTANT PROFESSOR: M.A. plus 15 graduate semester credit hours in appropriate field plus three years as Instructor or equivalent experience.
3. ASSOCIATE PROFESSOR: Doctorate in appropriate field or M.A. plus 45 graduate semester credit hours in appropriate field plus four years as Assistant Professor or equivalent experience.

4. PROFESSOR: Doctorate plus four years as Associate Professor or equivalent experience.

The disportionate representation of some subgroups is probably a weakness in the recruitment procedures. Evidently, possible males and particularly Negroid-deaf candidates are not being reached, particularly those who would be qualified for administrative positions. While this has not been intentional, the assumption that newspaper advertising and ads in professional journals would reach these groups, evidently was not valid. Recruitment strategies need to be developed which will be successful in identifying candidates who are males and Negroid-deaf.

Certain of the minimum requirements for promotion or initial appointments may be waived for individuals who have given exceptional service or who are otherwise highly qualified. Information concerning the number of years in service at KDES is offered as supportive data. Historically, time in service has been one criterion influencing promotion across ranks and salary level.

SALARY

Because KDES now operates on a year-round schedule, all faculty members are presently on 12-month appointments. In going to 12-month appointments, all faculty members were placed on a salary scale in accordance to rank, time in service, and academic qualifications. Data included in tables identified "with projected raise" indicates salary ranges for the 12-month appointments.

The distribution of staff members from all subgroups among the salary range, indicates that no consideration is given to sex, race, or handicapping conditions in determining salary.

While the salary data alone would seem to indicate some inequities, it should be recalled that salary is based upon rank, educational qualification and years in service at KDES. Therefore, by comparison of these tables, no discrimination is indicated.

COMMITTEE ASSIGNMENTS

At the present time, only two committees are in existence at KDES--one Standing Committee and one Ad Hoc Committee.

Standing Committee

The function of this Committee is to serve as a mediation committee for a faculty member who is unable to resolve a grievance through consultation with those to whom he is administratively responsible. Action on any grievance brought before the Committee must be passed by a two-thirds majority of the Committee. The Committee will then make recommendations accordingly.

The Committee is composed of one representative from each of the academic levels (Primary and Elementary) and one representative from Special Services. Each member is elected by a majority of the specific group he/she represents. The Committee selectes its Chairman from among its membership. Academic administrators are not eligible for membership.

ORGANIZATIONAL STRUCTURE

Because KDES is presently undergoing organizational restructuring, no data can be submitted for administrative structure. However, the past structure represented administration; middle management; non-classroom and classroom personnel. The term "administration" is used to designate those persons acting as Director or Coordinators of various programs. "Middle management" is used to identify personnel who were semi-administrative but served in the classroom part time. "Non-classroom" staff were members such as audiologist, clinicians, specialists, social workers, etc. "Classroom" is used to identify full time classroom teachers.

PERSONNEL POLICIES

The charges as set forth for KDES require exceptionally well qualified and creative staff members. The professional skills required to be an effective donor in an exceptional program encompass a range which far exceeds the expectations for faculty in a more traditional school.

Because of the recent passage of Public Law 91-58/ which brought about changes at KDES, written personnel policies are still in the process of being developed. The philosophy of the administration dictates that the faculty be involved in the formulation of all personnel policies. As a result, the Ad Hoc Committee, as well as individuals, has been working for the past several months on drafting policies and procedures for faculty performance evaluation, job descriptions, recruitment and selection procedures, and salary schedules.

In the meantime, the general guidelines for recruitment, selection and promotion of staff members have focused on identifying the most capable candidates for any position which is vacant.

RECRUITMENT

Recruitment strategies employed during the past relied heavily upon:

1. professional contacts of present staff members,
2. staff members presentations about KDES to professional groups,
3. advertising in professional journals,
4. booths at professional conventions.

As a result of these recruitment activities, many applications have been received for faculty positions at KDES, including positions for which there have been no openings.

The advertising program, personal contacts, and presentations by staff members have all reached professionals of varying ethnic and racial backgrounds as well as both sexes and the hearing impaired. While it is impossible to determine, the racial and ethnic distribution among the applications on file, the distribution by sex and hearing impaired indicates that the present recruitment procedures have not inadvertently been discriminatory in these areas.

While it was assumed that the national advertising and professional contacts of current staff members would provide adequate opportunity for all minority groups to be made aware of existing vacancies at KDES, it appears that this assumption may not have been valid in regard to racial minorities and male teachers. At present a draft is being prepared for recruitment procedures which will enhance the possibility that more applicants of racial minorities and males will be received. One of the procedures being considered is direct contact with placement offices of colleges and universities which have student bodies consisting primarily of black students. It is anticipated that this will be initiated during the end of Fiscal Year '73 or during the beginning of Fiscal Year '74.

SELECTION OF STAFF MEMBERS

In conjunction with MSSD personnel, a policy and procedure for selecting staff members is being formulated. A copy of the working draft of this policy is included as Appendix A.

One of the strategies employed in the past and included in this policy statement is multiple interview procedures. Since a staff member must work cooperatively with the staff of all Divisions of KDES, a candidate interviews with a representative of each of these divisions as well as with peers within the department where the vacancy exists.

The impressions from those who interview the candidate are provided to the Division Director and are used in his decision which is then endorsed by the Director.

One of the important results of this group decision-making in choosing a successful candidate is that any personal prejudices of any particular staff member cannot dominate the final choice of a candidate.

CONCLUSION

KDES is an Equal Opportunity Employer. As pointed out earlier, the recruitment and selection of faculty and administrative staff members who are exceptionally well qualified and creative are the most crucial variables for KDES in meeting its goals. Therefore, educational background, experience, and desire to work in an exceptional program have been given priority in the selection of all faculty members. No consideration has been given to the sex, race, or handicapping conditions of any candidate.

The data reported in the first sections of this report indicate that, in general, these policies have been effective in that no discriminatory personnel patterns have evolved. However, the data also indicates that in some instances the distribution of staff members by sex, race, handicapping conditions is not totally satisfactory.

RECOMMENDATIONS

While the analysis of the sex, race, handicapping condition of the faculty indicates that prejudicial personnel practices have not been in operation at KDES, the data indicates that an apparent weakness in recruitment procedures has resulted in a less than desirable representation of some combinations of these variables.

The expansion of recruitment strategies to overcome this weakness will receive top priority during FY '73. The selection of the best qualified candidates must remain the major criterion for selection; however, KDES accepts the responsibility of assuring that minority candidates who are qualified are aware of openings and that these candidates have equal opportunity to compete for these positions.

PLAN OF ACTION

The following recruitment possibilities will be investigated during FY '73 and the most promising strategies will be incorporated into the present recruitment activities:

1. Placement Offices for graduate programs in Universities and Colleges with large Negroid enrollment will be contacted and notified of faculty and administrative openings.
2. Staff members making presentations to professional organizations and at other institutions will encourage individuals of minority groups to request employment information from KDES.
3. Black-deaf undergraduate and graduate students at Gallaudet College will be identified and encouraged to pursue employment at KDES. Requirements for a Masters Degree will be waived for exceptionally promising candidates from the subgroups with the KDES administration arranging for provisions for graduate study after joining the faculty.
4. Newspapers in metropolitan areas throughout the country will be used to advertise openings in the hope that more members of minority groups will be received.
5. Recruitment activities at major professional conventions will be expanded.

6. While remaining sensitive to "robbing" other programs for the deaf, administrative members will be encouraged to solicit names from peers of members of minority groups who indicate promise as administrators and who cannot be promoted in the near future in their programs.
7. A yearly analysis of the distribution of faculty and administrative staff by the eight subgroups used in this report and by sex, race, and handicapping condition will be initiated. The administrative staff will review the report and, as far as possible, take corrective action concerning any discrepancies which may appear.
8. Goals will be established concerning the minority distribution for the faculty and administrative staff for when the new facilities will be completed.

These goals, when accepted, will be used as guidelines in the recruitment and selection of the new members. In order for these goals to be realistic, the following will be used:

1. Distribution of minority groups among the national population.
2. Distribution of minorities among the student body.
3. Distribution of minorities among the deaf population.
4. Distribution of minorities among educators of the deaf and among educators in general.

KDES will set FY '75 as the deadline for completing these projects, and as additional members are employed this will allow the opportunity to assemble a professional staff which is realistically representative of all minority groups under consideration.

RECRUITMENT AND SELECTION OF KDES STAFF PERSONNEL

I. RESPONSIBILITIES

A. The Director/Assistant Director of KDES shall have the responsibility for:

1. coordinating recruitment and selection activities through delegation to a responsible individual in that office.
2. approving all final recommendations on recruitment and selection,
3. issuing all letters of appointment,
4. approving position openings and notifying the Coordinator of Recruitment and Selection of such openings,
5. serving on the Screening Committee.

B. The Coordinator of Recruitment and Selection will work closely with the Assistant Director, and have the responsibility for:

1. designing and implementing a nation-wide recruitment program which will include:
   a. sending announcements of position as deemed appropriate to: personal contacts, Gallaudet College, programs preparing personnel relevant to the position, placement services as professional conferences, professional and general publications, KDES Division Directors, and KDES staff. Announcements should include a brief job description, the date the position will be available, salary range, and the name of the person to

be contacted (Coordinator of Recruitment and Selection).

b. distributing recruitment brochures of a general nature to staff members visiting other institutions and/or performing public relation functions for KDES.

c. arranging for recruitment visits to training institutions, schools and conferences and, in cooperation with the Coordinator of Staff Development, conducting in-service sessions for key personnel in developing and offering recruitment presentations.

d. providing KDES staff members with information concerning the qualifications required for appointments and soliciting nominations for all open positions.

2. supervising the maintenance of pertinent records by:
   a. receiving all resumes, applications, transcripts, references, and letters of inquiry,
   b. maintaining personnel file on all applicants,
   c. preparing a packet of pertinent materials to be sent to applicants being considered for interviews (in cooperation with the Office of Public Information),
   d. receiving and answering all correspondence and telephone calls with the applicant beginning with the initial contact. (When other staff members receive correspondence or telephone calls from applicants or interested persons, the staff member should acknowledge the correspondence including a statement that the communication has been forwarded to the Coordinator

of Recruitment. A copy of the correspondence from and to the individual will be sent to the Coordinator of Recruitment.)

e. arranging travel and accommodations for all out-of-town candidates to be interviewed,

f. maintaining a file of job descriptions for staff positions,

g. supervising a recruitment budget, including

    (1) providing Director with estimated budget requirements,

    (2) maintaining records of expenses incurred in recruitment,

    (3) initiating forms for reimbursement of expenses incurred by candidates,

3. coordinating selection activities

    a. receiving notifications of a job opening from Director/Assistant Director,

    b. reviewing all applications, identifying those applicants who possess the minimal qualifications, advising applicants of their qualifications as related to present and future job possibilities,

    c. chairing the Screening Committee for selection of candidates to be interviewed. (The Screening Committee will consist of: Assistant Director, appropriate Division Director, the Coordinator of Recruitment and Selection, and the Coordinator of Staff Development.)

d. scheduling appointments for interviews, and sending copies of evaluations to the Director/Assistant Director and the appropriate Division Director.

e. maintenance of affirmative action plan.

C. The division Directors will be responsible for:

1. coordinating the completion of job descriptions for each position within his Division including a description of minimal qualifications desired.
2. notifying the Director/Assistant Director of positions which will be open in his Division and include any qualifications peculiar to the particular opening,
3. interviewing candidates and scheduling interviews within his Division, in cooperation with the Coordinator of Recruitment and Selection,
4. providing written recommendations after the Division interviews which include recommendations and a summary of the impressions of other staff members within his Division who have interviewed the candidate,
5. serving on the Screening Committee. (Only the Division Director and/or his designate who has the open position will serve on the Committee.)

208

D. The Coordinator of Staff Development will be responsible for:

  1. serving as a member of the Screening Committee,
  2. interviewing all candidates selected for interviews and provide a written recommendation to the Coordinator of Recruitment and Selection,
  3. advising the Coordinator of Recruitment and Selection of any staff travel which may lend itself to recruitment of faculty members.

E. The Office of Public Information will be responsible for:

  1. preparing in cooperation with the Coordinator of Recruitment and Selection, a packet of pertinent materials to be distributed to prospective candidates,
  2. cooperating with the Coordinator of Recruitment and Selection in implementing a nation-wide recruitment program,
  3. designing and producing recruitment materials.

II. PROCEDURES

A. The Division will notify the Director/Assistant Director, in writing, of a staff requirement.

1. if the position is an established one, a copy of an updated job description should accompany the request,
2. if the position is a new one, a copy of the job description and the rationale for the position should accompany the request. (Consideration relative to Division budget and Congressionally authorized personnel strength must first be cleared through the Director/Assistant Director.)

B. The Director/Assistant Director will notify the Coordinator of Recruitment and Selection of an approved opening.

C. The Coordinator of Recruitment and Selection will send out announcements for the position to appropriate people and places. Gallaudet policy 10:30:00 requires that non-faculty personnel openings be posted on campus for a minimum of three days before a job offer can be extended to anyone and five days before an offer can be extended to anyone other than a Gallaudet employee.

D. The Coordinator of Recruitment and Selection will review for minimal qualifications the credentials of applicants using the job description as a frame of reference.

E. A Screening Committee will meet to select from the eligible applicants those who are to be interviewed for the position.

F. The Coordinator of Recruitment and Selection will contact each applicant selected by the Screening Committee for the purpose of arranging an interview schedule.

G. The Coordinator of Recruitment and Selection will schedule each applicant for interviews with those listed below. In some instances various individuals may wish to waive interview privileges (e.g. in the selection of clerical personnel). In all cases an attempt will be made to have at least three people interview an applicant.

1. Coordinator of Recruitment and Selection
2. Division Directors
3. Coordinator of Staff Development
4. Immediate Supervisor of potential employee
5. Director (KDES)
6. Assistant Director (KDES)
7. any persons identified by any of the individuals above (1-6) as being able to contribute, because of position or personal qualifications, pertinent input for decision concerning an applicant. (Individuals in H below are not considered in this category.)

H. Each Division Director will arrange for interviews within his Division for those staff members from whom he would like to receive input.

I. Each interviewer identified in G, 1-7 above will submit a written evaluation of each candidate within one week of the interview to the Coordinator of Recruitment and Selection.

J. The Coordinator of Recruitment will receive all written evaluations, forwarding a copy to the Division Director of the Division where the position is open, a copy to the Director/Assistant Director, and maintaining one copy in the candidate's folder.

K. After reviewing written evaluations for each candidate, the Director, Assistant Director, and the appropriate Division Director will meet to make a decision on each candidate. In the case that no candidate is accepted, the above procedures will be repeated.

L. The Director/Assistant Director will prepare a letter of appointment for a successful candidate, to be returned within a specified time limit.

M. The Coordinator of Recruitment will notify by letter all unsuccessful applicants advising the candidate whether his application will remain on file.

N. The Director/Assistant Director, upon receiving the signed letter of appointment, will advise the Business Office of the date the staff member will be entered on the payroll. In a case where the candidate does not sign the letter of appointment, the Director/Assistant Director will advise the Coordinator of Recruitment and Selection and appropriate steps will be taken to select other applicants.

The following is an analysis of the distribution of all non-faculty employees by their specific subgroups.

GALLAUDET COLLEGE
NON-FACULTY SUBGROUP

The analysis of the distribution of minorities among the non-faculty staff is arranged by three catagories:

(1) Race: Caucasian - Negroid - Other

(2) Sex: Male - Female

(3) Handicap: Hearing - Deaf

Using the subdivisions of each catagory, we arrive at twelve different combinations, each combination representing a specific subgroup. Each non-faculty employee is identified as belonging to one of these subgroups.

The twelve subgroups are as follows:

	Sex	Race	Handicapped
1.	Male	White	Hearing
2.	Male	White	Deaf
3.	Male	Black	Hearing
4.	Male	Black	Deaf
5.	Male	Other Minority	Hearing
6.	Male	Other Minority	Deaf
7.	Female	White	Hearing
8.	Female	White	Deaf
9.	Female	Black	Hearing
10.	Female	Black	Deaf
11.	Female	Other Minority	Hearing
12.	Female	Other Minority	Deaf

The following charts illustrates the salary grades of all non-faculty employees catagorized by their specific subgroups.

BEST COPY AVAILABLE

NON-FACULTY-DISTRIBUTION

By Range By Groups

As of September 30, 1972

S.S.R.	Total	1	2	3	4	5	6	7	8	9	10	11	12
3	1			1									
4	~~27~~ 26	1		7				12	2	4			1 [illegible]
5	34	3	1	2				14	2	11	1		
6	53	13	4	8				17	1	7	1	1 [illegible]	1 [illegible]
7	44	14	1	9				17		1		2 [illegible]	
8	24	3	1	2				17		1			
9	28	12	3	2			1 [illegible]	10					
10	16	7	3					4	2				
11	14	5						6	3				
12	9	4	1					4					
13	11	7	3					1					
14	4	2	2										
15	3	3											
16	1	1											
T/B 2	32			18						14			
3	3			2						1			
6	1			1									
TOTAL	305	75 ✓	19	52	-	-	1	102	10	39	2	4	1

244 = 80%
61 = 20

POOL OF PROMOTABLE AND TRANSFERABLE WITHIN GALLAUDET COLLEGE

	Minority	Female	Handicapped	
			Deaf	Other
Non-Faculty	95	158	33	2
Faculty	10	71	44	0
MSSD Faculty	8	36	17	0
KDES Faculty	12	46	6	0

The salary schedule was divided into four quartiles in order to determine the distribution of non-faculty employees by sex, race and handicap within each quartile of the salary range.

DISTRIBUTION OF NON-FACULTY BY SEX, RACE,

HANDICAPPED WITHIN EACH QUARTILE OF THE SALARY RANGE

	SEX		RACE			HANDICAPPED	
	Male	Female	White	Black	Other	Hearing	Deaf
1st quartile (w/b + GSE 3-5) N=98	36	62	35	62	1	91	7
2nd quartile (GSE 6-8) N=121	55	66	88	29	4	113	8
3rd quartile (GSE 9-12) N-67	38	29	64	2	1	54	13
4th quartile (GSE - 13-16) N=19	18	1	19	--	-	14	5

DISTRIBUTION OF NON-FACULTY BY SUBGROUPING

CLASSIFICATION WITHIN EACH QUARTILE OF THE SALARY RANGE

		SUBGROUP											
	Total	1	2	3	4	5	6	7	8	9	10	11	12
1st quartile 32%	98	4	1	31	-	-	-	26	4	30	1	-	1
2nd quartile 40%	121	30	6	19	-	-	-	51	1	9	1	4	-
3rd quartile 22%	67	28	7	2	-	-	1	24	5	-	-	-	-
4th quartile 6%	19	13	5	-	-	-	-	1	-	-	-	-	-

Distribution by Subgroups of Non-Faculty Employees by Years of Service

(Not including W. B. Employees)

YEARS	1	2	3	4	5	6	7	8	9	10	11	12
1	16	4	5				39	4	12	1	1	
2	17	4	7				22	1	4	1	1	1
3	11	4	5				8		3		1	
4	5	2	2			1	6	1	2			
5	2	1	1				7	2	2			
6	5		2				5		1			
7	5	1	1				3					
8	2		1				2	1				
9	8						2					
10 +	4	3	7				7	1			1	

Distribution by Subgroups of Wage Board Non-Faculty Employees by Years of Service

YEARS	1	2	3	4	5	6	7	8	9	10	11	12
1			10						3			
2			2						1			
3			1						1			
4									1			
5									1			
6									3			
7			2						1			
8												
9			1						1			
10 +			5						3			

DISTRIBUTION BY SUBGROUPS OF NEW NON-FACULTY EMPLOYEES
(4 MONTHS - 1½ YEARS LENGTH OF SERVICE)

	1	2	3	4	5	6	7	8	9	10	11	12
	16	4	5	-	-	-	39	6	12	1	1	-
W.B.	-	-	10	-	-	-	-	-	3	-	-	-
TOTAL	16	4	15	-	-	-	39	6	15	1	1	-

An analysis was made of all non-faculty hires and terminations over a six month period. Our turnover rate for the first six months of 1972 was 11 percent.

ANALYSIS OF NON-FACULTY HIRES AND TERMINATIONS BY SUBGROUPS (Jan. 72 - June 72)

	1	2	3	4	5	6	7	8	9	10	11	12
Hires	7	3	18				14		7			1
Terminations	6	3	8				11		3			

(not including MSSD)

	1	2	3	4	5	6	7	8	9	10	11	12
Hires	7	3	18				15		7			1
Terminations	7	3	8				11		4			

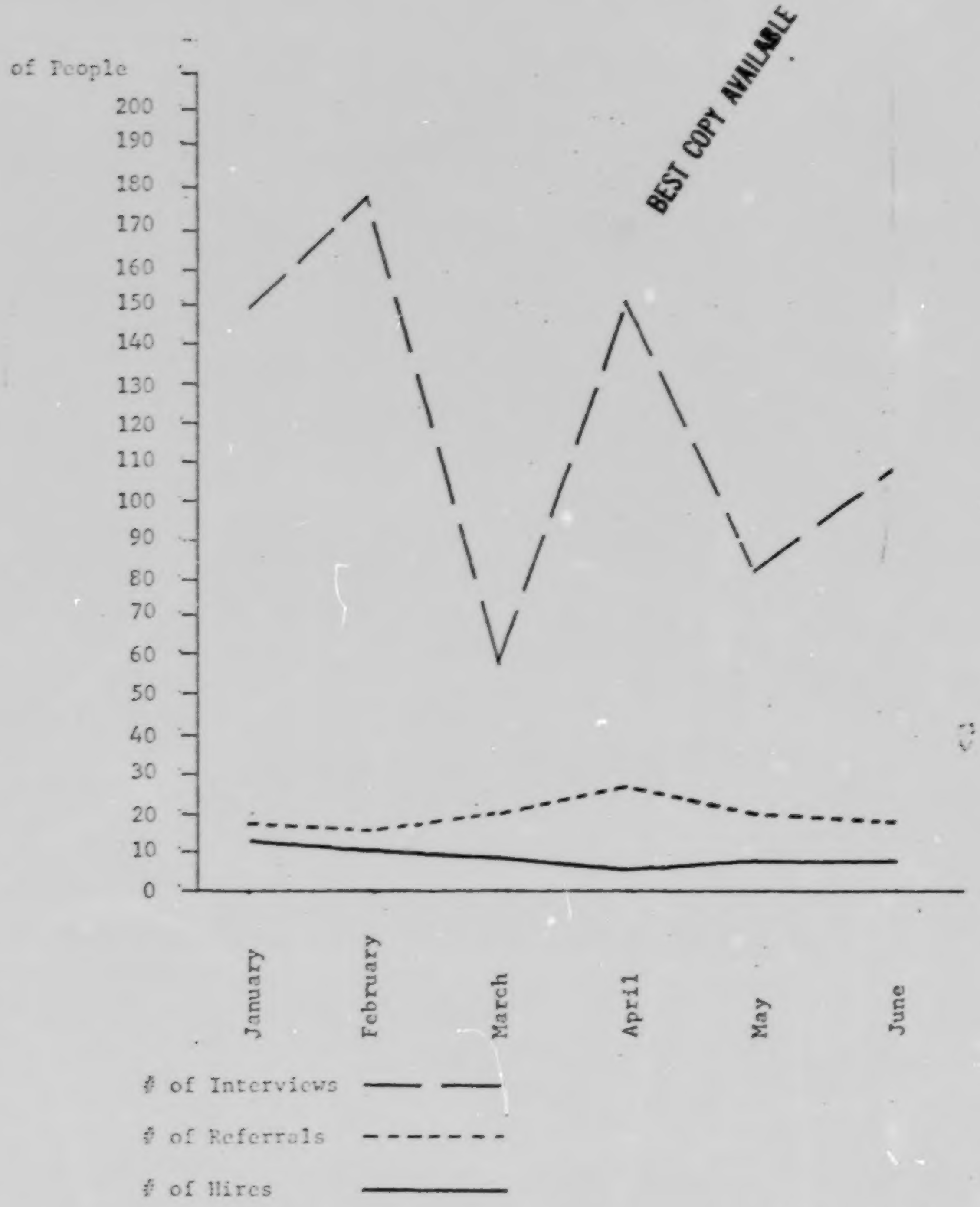
(including MSSD)

ANALYSIS OF WAGE BOARD NON-FACULTY HIRES AND TERMINATIONS
BY SUBGROUPS (JAN. 72 - JUNE 72)

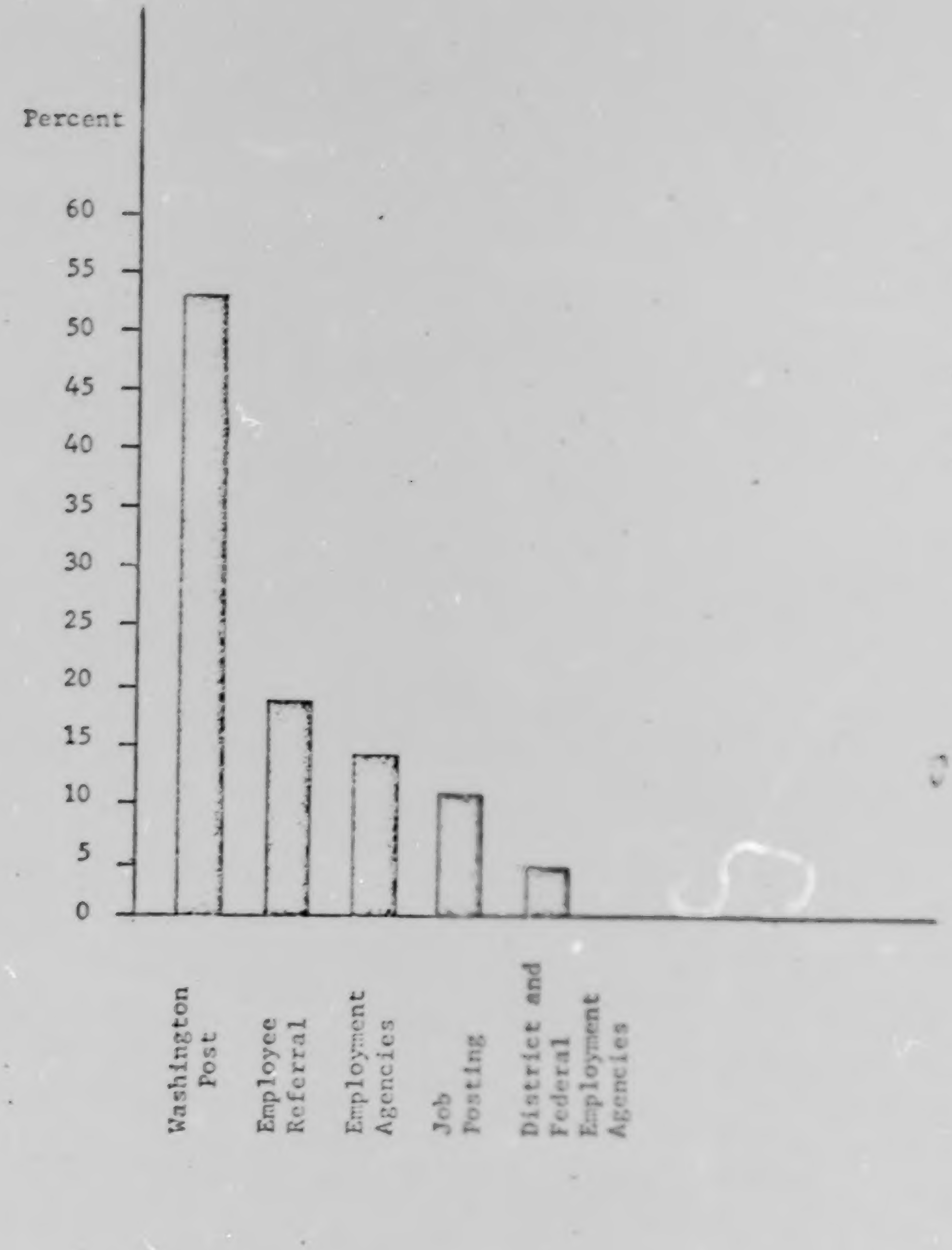
	1	2	3	4	5	6	7	8	9	10	11	12
Hires	1	-	13	-	-	-	-	-	-	-	-	-
Terminations	-	-	5	-	-	-	-	-	-	-	-	-

An analysis of the educational level of the non-faculty staff was not possible due to insufficient information in personnel records.

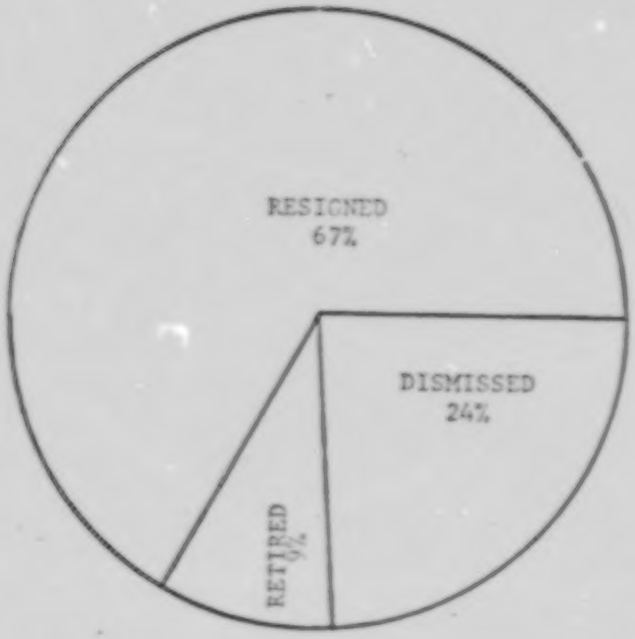
GALLAUDET COLLEGE
Number of Interviews
Versus
Referrals and Hires
January - June 1972



GALLAUDET COLLEGE
Source of Hire for Non-Faculty Positions
January - June, 1972
By Percent



GALLAUDET COLLEGE
Non-Faculty Terminations
January - June 1972
By Percent



229

GALLAUDET COLLEGE
Analysis of Non-Faculty Hires and Terminations
By Functional Unit
January 1972 - June 1972 Payperiods

Unit	FEMALE White Hearing	FEMALE White Deaf	FEMALE Black Hearing	FEMALE Black Deaf	FEMALE Oriental Hearing	FEMALE Oriental Deaf	MALE White Hearing	MALE White Deaf	MALE Black Hearing	MALE Black Deaf	MALE Oriental Hearing	MALE Oriental Deaf	TOTAL Male an Female
President and Vice President													
Hires	3	-	-	-	-	-	-	-	-	-	-	-	3
Terminations	1	-	-	-	-	-	-	-	-	-	-	-	1
Graduate and Undergraduate													
Hires	8	-	2	-	-	1	-	2	-	-	-	-	13
Terminations	6	-	1	-	-	-	-	1	-	-	-	-	8
Student Affairs													
Hires	1	-	1	-	-	-	-	1	-	-	-	-	3
Terminations	2	-	1	-	-	-	-	2	-	-	-	-	5
Kendall School													
Hires	-	-	-	-	-	-	-	-	-	-	-	-	-
Terminations	-	-	-	-	-	-	-	-	-	-	-	-	-
Business Management													
Hires	2	-	4	-	-	-	7	-	18	-	-	-	31
Terminations	2	-	1	-	-	-	6	-	8	-	-	-	17
TOTAL College													
Hires	14	-	7	-	-	1	7	3	18	-	-	-	50
Terminations	11	-	3	-	-	-	6	3	8	-	-	-	31
Model Secondary School													
Hires	1	-	-	-	-	-	-	-	-	-	-	-	1
Terminations	-	-	1	-	-	-	1	-	-	-	-	-	2
TOTAL College and MSSD													
Hires	15	-	7	-	-	1	7	3	18	-	-	-	51
Terminations	11	-	4	-	-	-	7	3	8	-	-	-	33

MINORITY REPRESENTATION ON
THE PROFESSIONAL STAFF
OF THE MSSD

11/72

Introduction

The MSSD shares the commitment to place Gallaudet College among the leaders in the development and implementation of model EOE personnel policies and practices.

Further, the MSSD recognizes its responsibility in cooperating with the President's Committee on Equal Opportunity in achieving this goal.

The MSSD can best serve the needs of the Committee in discharging its responsibility by making sure that discriminatory personnel patterns have not inadvertently developed and providing the Committee with data and its plan of action for overcoming any discrepancies or preventing discrepancies from appearing in the future.

In an attempt to meet this goal, the following objectives were established for this report.

- To make an analysis of the distribution of minorities (race, sex, and handicap) among the MSSD faculty and administrative staff.
- To make an analysis of staff turnover, promotions, committee assignments, assignment of administrative responsibilities and comparative salaries for minority groups on the faculty and administrative staff.
- To determine if prejudicial personnel patterns have evolved inadvertently.
- To develop an affirmative action plan to correct any discrepancies which may be found and/or to prevent any prejudicial personnel policies or patterns from inadvertently developing in the future.

Procedures

An analysis of the distribution of minorities among the faculty and administrative staff was made considering the following three variables:

Race: Caucasian - Negroid

Sex: Male - Female

Handicapped: Hearing - Deaf

Since no data is available within the personnel files concerning the religious preference of staff members, this variable was not considered. Also, race was subdivided into only Caucasian and Negroid because other races are not presently represented among the staff.

It is possible for eight combinations of these variables to exist for any particular staff member. These eight possible combinations of the three variables were used to define exclusive subgroups and each staff member was identified as belonging to one of the subgroups. The subgroups were defined as:

	SEX	RACE	HANDICAPPED
A.	Male	Caucasian	Hearing
B.	Male	Caucasian	Deaf
C.	Male	Negroid	Hearing
D.	Male	Negroid	Deaf
E.	Female	Caucasian	Hearing
F.	Female	Caucasian	Deaf
G.	Female	Negroid	Hearing
H.	Female	Negroid	Deaf

In addition to analyzing the distribution of faculty and administrative staff among these eight subgroups, an analysis also was made of the distribution of staff members by sex, race, and handicap.

The distribution of minority groups within the salary schedule also was analyzed, as well as faculty and administrative staff turn over.

Committee assignments, assignment of administrative responsibilities and differentiated staffing procedures were scrutinized for distribution of staff members by the eight subgroups and by sex, race, and handicap.

A description of personnel policies and procedures concerned with recruitment, selection and promotion also was compiled.

After all of the data described above was collected, it was analyzed separately and collectively to determine if and where any apparent violation of EOE policies inadvertently may have occurred. This analysis is reported under conclusions and is followed by recommendations.

Definition of Terms

The terms, faculty, administrative staff, and handicapped have specific meaning as used in this report. These three terms arbitrarily were defined for efficiency in conducting this study and are more limited than the meanings generally associated with them.

Faculty: Those staff members who hold full-time contracts and whose job responsibilities are concerned with teaching, providing support services to the teaching staff, developing instructional materials, or participating in research projects.

Administrative Staff: Those staff members who have full-time administrative duties and position titles which reflect these responsibilities (Director, Division Directors, Office Directors, Coordinators and the assistants to any of these individuals).

Handicapped: The only type of handicapped condition considered in this report was deafness. Therefore, this term is used within the report as being synonymous with deaf.

Distribution of Faculty Members Within the Salary Schedule

The MSSD offers yearly faculty contracts for 9 1/2 months duration or for 12 months duration. The salary schedule (see Appendix A) presently has eight steps (years of experience) and three schedules (amount of education), for 9 1/2-month and for 12- month contracts. Generally, only staff members who have completed masters' degrees are offered 12-month contracts, and staff members who are studying for a master's degree are offered 9 1/2-month contracts in order to provide opportunity for further study. However, exceptions are made to this policy in cases where a staff member can study for a master's degree during late afternoon or evening courses offered by local colleges or universities. Therefore, some staff members with B.A. degrees are on a 12-month contract and the base rate for the appropriate step on the 9 1/2 month schedule is used to determine their salaries. Presently, 47 faculty members hold 12-month contracts and 7 hold 9 1/2-month contracts. The following tables summarize the distribution of the MSSD Faculty by sex, race, handicapped, and by subgroups within each quartile of the salary range for the total group.

BEST COPY AVAILABLE

Distribution by Sex, Race, Handicapped, of 12-Month Faculty Members within Each Quartile of the Salary Range

N=47

Salary Range = $10,520 - 18,300

	SEX				RACE				HANDICAPPED			
	MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF	
	N	%	N	%	N	%	N	%	N	%	N	%
1st quartile $10,500-12,489 N=3	2	4.3	1	2.1	1	2.1	2	4.3	1	2.1	2	4.3
2nd quartile $12,490-14,459 N=17	6	12.8	11	23.4	14	29.8	3	6.4	14	29.8	3	6.4
3rd quartile $14,460-16,429 N=22	10	21.3	12	25.5	20	42.6	2	4.3	21	44.7	1	2.1
4th quartile $16,430-18,300 N-5	4	8 5	1	2.1	4	8.5	1	2.1	4	8.5	1	2.1

Distribution by Subgrouping Classification of 12-Month Faculty Members within Each Quartile of the Salary Range

N=47

	SUBGROUP															
	A		B		C		D		E		F		G		H	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
1st quartile N=3	0		1	2.1	0		1 (1)*	2.1	0		0		1	2.1	0	
2nd quartile N=17	5 (1)*	10.6	1 (1)*	2.1	0		0		6 (1)*	12.8	2	4.3	3 (3)*	6.4	0	
3rd quartile N=22	8	17.0	1	2.1	1	2.1	0		11	23.4	0		1	2.1	0	
quartile N=5	2	4.3	1	2.1	1	2.1	0		1	2.1	0		0		-	

*Number of staff and members with B.A.'s on 12-month contract.

Distribution by Sex, Race, Handicapped of 9 1/2-Month Faculty Members Within Each Quartile of the Salary Range

N=7

Salary Range for B.A. Degree: $9,250-13,250

	SEX				RACE				HANDICAPPED			
	MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF	
	N	%	N	%	N	%	N	%	N	%	N	%
1st quartile $9,250-10,249 N=1	0		1	14.3	1	14.3	0		1	14.3	0	
2nd quartile $10,250-11,249 N=3	0		3	42.9	3	42.9	0		0		3	42.9
3rd quartile $11,250-12,249 N=3	1	14.3	2*	28.6	3*	42.9	0		1	14.3	2*	28.6
4th quartile $12,250-13,250 N=0	0		0		0		0		0		0	

* The staff member reported in these three categories has an M.A. and is on 9 1/2-month contract by personal choice.

Distribution by Subgrouping 9 1/2-Month Faculty Members Within Each Quartile of the Salary Range

N=7

Salary Range for B.A. Degree: $9,250-13,250

	SUBGROUPS															
	A		B		C		D		E		F		G		H	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
1st quartile $9,250-10,249 N=1	0		0		0		0			0	1	14.3	0		0	
2nd quartile $10,250-11,249 N=3	0		0		0		0		1	14.3	2	28.6	0		0	
3rd quartile $11,249-12,249 N=3	0		1	14.3	0		0		1	14.3	1*	14.3	0		0	
4th quartile $12,250-13,250 N=0	0		0		0		0		0		0		0		0	

*This staff member has an M.A. and is on 9 1/2-month contract by personal choi

Faculty Turnover

The original faculty of the MSSD consisted of nine members employed during the FY 1970, the first year which MSSD was in operation. Each FY the faculty has been enlarged and presently consists of 54 members. The following charts summarize the faculty turnover, additions and terminations, for each FY beginning with FY 1970.

Distribution of New Faculty Members by Subgroups for FY 70 through September FY 73

N=63

	SUBGROUPS															
	A		B		C		D		E		F		G		H	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
FY 70 N=15	4	6.3	0		1	1.6	0		8	12.7	1	1.6	1	1.6	0	
FY 71 N=34	12	19.0	4	6.3	1	1.6	1	1.6	11	17.5	3	4.8	2	3.2	0	
72 N=9	4	6.3	1	1.6	0		0		2	3.2	1	1.6	1	1.6	0	
FY 73 N=5 (through September)	1	1.6	0		0		0		3	4.8	0		1	1.6	0	

Distribution of New Faculty Members by Sex, Race, Handicapped for FY 70 through September FY 73

N=63

	SEX				RACE				HANDICAPPED			
	MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF	
FY 70 N=15	N	%	N	%	N	%	N	%	N	%	N	%
FY 70 N=15	5	7.9	10	15.9	13	20.6	2	3.2	14	22.2	1	1.6
FY 71 N=34	17	27.0	17	27.0	30	47.6	4	6.3	26	41.3	8	12.7
72 N=9	5	[illegible]	4	6.3	8	12.7	1	1.6	7	11.1	2	3.2
73 N=5	1	[illegible]	4	6.3	4	6.3	1	1.6	5	7.9	0	

Distribution by Sex, Race, Handicapped of
Faculty Members Leaving MSSD for
FY 1970 through September FY 1973

N=9

	SEX				RACE				HANDICAPPED		
	MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF
	N	%	N	%	N	%	N	%	N	%	N
FY 1970 N=2	1	11.1	1	11.1	2	22.2	0		2	22.2	0
FY 1971 N=4	1	11.1	3	33.3	4	44.4	0		4	44.4	0
FY 1972 N=3	2	22.2	1	11.1	3	33.3	0		3	33.3	0
FY 1973 N=0	0		0		0		0		0		0

Distribution by Subgroups of Faculty Members
Leaving MSSD
For FY 1970 through September FY 1973

N=9

	SUBGROUPS															
	A		B		C		D		E		F		G		H	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
FY 1970 N=2	1	11.1	0		0		0		1	11.1	0		0		0	
FY 1971 N=4	1	11.1	0		0		0		3	33.3	0		0		0	
FY 1972 N=3	2	22.2	0		0		0		1	11.1	0		0		0	
FY 1973 N=0	0		0		0		0		0		0		0		0	

Of the nine faculty members who left the MSSD during FY 1970 through September FY 1973, two transferred within the College, two were not offered contracts, one returned to a previous job, and the remaining four resigned because of pregnancies or their husbands, being transferred. The two faculty members who were not offered contract renewals were from subgroups 1 and 5.

Administrative Staff

The administrative staff of the MSSD is composed of fourteen individuals who have positions which are defined as having full-time administrative duties. The positions and subgroups for the incumbents are:

General Administration

Position	Subgroup
1. Director/Dean of Pre-College Programs	A
2. Assistant Director	A
3. Coordinator of Staff Development	E
4. Information Analyst/Administrative Assistant	A
5. Coordinator of Admissions and Records	E

Division of Instruction

Position	Subgroup
1. Principal	B
2. Assistant Principal	A
3. Coordinator of Off-Campus Studies	B
4. Coordinator of Curriculum Development	A

Division of Instructional Design/Media

Position	Subgroup
1. Director (present acting director)	A
2. Production Supervisor	E

Office of Research and Evaluation

Position	Subgroup
1. Director	B
2. Coordinator, Residence Program	A

Administrative Salaries

An analysis of the salaries of Administrative Staff members by subgroup classification or sex, race, handicap would not be of value in attempting to determine if any discrimination in establishing individual salaries is in existence.

The performance expectancies for these administrative positions vary greatly. As an example the continuum ranges from the Director who also is Dean of Pre-College Programs to Production Supervisor in the Division of Instructional Design/Media. Additionally, the experience and education of these staff members vary greatly:

Experience: under 5 years to over 20 years
Education: working on B.A. to Doctorate

As a result it is impossible to match equivalent experiential and educational background and job responsibilities for individuals of different sexes and hearing/deaf. However, the experience and education of female and male administrators is equally distributed in that there are administrators of both sexes who have under five years experience as well as both sexes being represented toward the other end of the continuum. A close look at the number of years of experience of deaf and hearing administrators reveals that none of the deaf administrators have less than 10 years work experience; however, one of the deaf staff members has under five years in the field of education which off-sets the suspicion that more experience is required for and/or expected of deaf administrators.

Also, since female and deaf administrators are represented on both ends of the salary schedule, there is no indication that prejudicial considerations are made in establishing individual salaries.

Administrative Staff Turnover

The administrative staff has been increased from ten to fourteen during the period of Fiscal Year 70 through September Fiscal Year 73. During this period, three staff members left the MSSD. Two left to accept new positions and one left because of pregnancy. The distribution of administrative staff members in the eight subgroups at the end of Fiscal Years 70, 71, 72 and at the end of September Fiscal Year 73 follow.

Summary of Administrative Staff Turnover by Fiscal Year

Fiscal Year 70

At the end of Fiscal Year 70 there were ten administrative staff members with the following distribution among the eight subgroups.

Subgroup	A	B	C	D	E	F	G	H
Number	5	3	0	0	2	0	0	0

Fiscal Year 71

During Fiscal Year 71, one administrator left the MSSD and was replaced by an individual from the same subgroup classification; therefore, the distribution of administrators by subgroups remained the same as for Fiscal Year 70.

Fiscal Year 72

During Fiscal Year 72, two new administrative positions were created and filled. In addition, one administrator left. The administrative staff at the end of Fiscal Year 72 consisted of eleven members (one position remained unfilled), with the following distribution among the eight subgroups.

Subgroup	A	B	C	D	E	F	G	H
Number	[illegible]	3	0	0	2	0	0	0

Fiscal Year 73

Through September Fiscal Year 73 two new administrative positions were created and the position vacated during Fiscal Year 72 was filled bringing the number of administrative staff members to fourteen with the following distribution among the eight subgroups.

Subgroup	A	B	C	D	E	F	G	H
Number	8	3	0	0	3	0	0	0

BEST COPY AVAILABLE

The following two tables compare the distribution of the administrative staff among the eight subgroups and sex, race, and handicap with the distribution of the faculty among these variables.

Comparison of the Distribution of Administrative Staff
Among the Eight Subgroups
With the Distribution of the Faculty Among the Subgroups

	Administrative Staff	Faculty
	Percent	Percent
Subgroup Number		
A	60.0	27.9
B	20.0	9.3
C	0.0	3.7
D	0.0	1.8
E	20.0	37.0
F	0.0	11.0
G	0.0	9.3
H	0.0	0.0

Comparison of the Distribution of Administrative Staff by Sex, Race, Handicap with the Distribution of the Faculty Among the Same Variables

	Administrative Staff	Faculty
	Percent	Percent
Male	80.0	42.6
Female	20.0	57.4
Caucasian	100.00	85.2
Negroid	0.0	14.8
Hearing	80.0	78.0
Deaf	20.0	22.0

Committee Assignments

Administrative Responsibilities

Differentiated Staffing Assignments

MSSD faculty is represented on all committees, Ad Hoc and Standing.

Standing Committee

There are five standing committees which were established by the MSSD Bylaws. While members are elected to these committees by faculty vote and not by administrative appointment, an analysis of the distribution among the eight subgroups as well as by sex, race, and handicap is valuable in determining if possible prejudicial attitudes among the faculty has resulted in discriminatory considerations in the election process.

Distribution among the Eight Subgroups of the MSSD Faculty Elected to Standing Committees

N = 29

Subgroup	A	B	C	D	E	F	G	H
Number	10	3	3	0	6	5	2	0

Distribution by Race, Sex, Handicap of the MSSD Faculty Elected to Standing Committees

N = 29

SEX				RACE				HANDICAP			
MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF	
N	%	N	%	N	%	N	%	N	%	N	%
16	55.5	13	44.5	24	82.8	5	17.2	21	72.4	5	12.6

While the figures above indicate that prejudicial attitudes are not reflected in the electorial process for Standing Committees, a comparison of the sex, race, and handicap distribution on the committees with the distribution of these variables among the total faculty is more meaningful.

Comparison of the Distribution of Faculty by Sex, Race, and Handicap on Standing Committees with the Distribution of the Same Variables among the Total Faculty

	Committees, N-29	Faculty, N=54
	Percent	Percent
Male	55.5	42.6
Female	44.5	57.4
Caucasian	82.8	85.2
Negroid	17.2	14.8
Hearing	72.4	78.0
Deaf	17.6	22.0

Ad Hoc Committees

Since there are only four faculty members presently serving on Ad Hoc Committees there is insufficient data to be analyzed. However, for informational purposes, the four faculty members represent subgroups 2, 4, 5, and 6.

It is impossible to identify the committee membership of Ad Hoc Committees which have completed their tasks and are therefore no longer in existence.

Administrative Responsibilities

Faculty members are requested to assume administrative responsibilities, in addition to their primary responsibilities based upon the possession of prerequisite competencies and a work load which would allow the individual to assume additional responsibilities. Frequently, these duties are for a short period of time and others are assigned on an indefinite basis.

At the present time, the only administrative responsibility assumed by the faculty members on an indefinite basis is Fiscal Representative for each department. The distribution of faculty members by the eight subgroups; sex, race, handicap, and a comparison of these variables among the Fiscal Representatives and the total faculty are reported in the following tables.

Distribution of Fiscal Representatives Among the Eight Subgroups

N = 12

Subgroup	A	B	C	D	E	F	G	H
Number	1	2	2	0	5	1	1	0

Distribution of Fiscal Representatives by Sex, Race, and Handicap

N - 12

SEX				RACE				HANDICAP			
MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF	
N	%	N	%	N	%	N	%	N	%	N	%
5	41.6	7	58.4	9	75.	3	25.	9	75.	3	25.

Comparison of the Distribution of Fiscal Representatives by Sex, Race, and Handicap with the Distribution of the Same Variables among the Total Faculty

	Fiscal Representative, N = 12	Faculty, N = 54
	Percent	Percent
Male	41.6	42.6
Female	58.4	57.4
Caucasian	75	85.2
Negroid	25	14.8
Hearing	75	78.0
Deaf	25	22.0

Differentiated Staffing Assignments

This year the VSSD is experimenting with differentiated staf assignments. Faculty members are identified as having primary assignments in teaching, curriculum development, or research projects. The selection of staff members was based primarily upon the expressed interest of a staff member to be so assigned and whether or not the staff member was currently involved in a project which could be considered as curricular development or research. Thirteen staff members were selected for primary job assignments in these two areas. The distribution of faculty members by the eight subgroups; sex, race, handicap, and a comparison of these variables among the thirteen staff members and the total faculty are reported in the following tables.

Distribution of Faculty Members with Primary Job Assignments in Development or Research among the Eight Subgroups

N = 13

Subgroup	A	B	C	D	E	F	G	H
Number	6	0	1	0	6	0	0	0

Distribution of Faculty Members with Primary Job Assignments in Development or Research by Sex, Race, Handicap

N = 13

SEX				RACE				HANDICAP			
MALE		FEMALE		CAUCASIAN		NEGROID		HEARING		DEAF	
N	%	N	%	N	%	N	%	N	%	N	%
7	53	6	47	12	92	1	8	13	100	0	

Comparison of the Distribution of Faculty Members with Primary Job Assignments in Development or Research with the Distribution of the Same Variables among the Total Faculty

	Faculty Members with Primary Job Assignments in Development or Research N = 13	Total Faculty
	Percent	Percent
Male	53.0	42.6
Female	47.0	57.4
Caucasian	92.0	85.2
Negroid	8.0	14.8
Hearing	100.0	78.0
Deaf	00.0	22.0

Personnel Policies

The goals of the MSSD require exceptionally well-qualified and creative staff members. The professional skills required to be an effective contributor in an experimental program encompass a range which far exceeds the expectations for faculty in a more traditional school or in a school which has a fully developed curriculum.

Because of the short period of time which the MSSD has been in operation, written personnel policies are still in the process of being developed. The philosophy of the administrative staff dictates that the faculty be involved in the formulation of all personnel policies. As a result, committees have been working for the last year on drafting policies and procedures for faculty performance evaluation, job descriptions, recruitment and selection procedures, and salary schedules.

In the meantime, the general guidelines for recruitment, selection and promotion of staff members have focused on identifying the most capable candidates for any position which is vacant.

Recruitment

Recruitment strategies employed during the past three years have relied heavily upon:

1. professional contacts of present staff members,
2. staff members presentations about the MSSD to professional groups,
3. advertising in professional journals,
4. advertising in newspapers with a wide circulation,
5. booths at professional conventions,
6. recruitment brochures, designed by the Office of Public Information.

As a result of these recruitment activities, many applications have been received for all faculty positions at the MSSD, including positions for which there have not been any openings.

Booths at conferences and advertising in a professional journal for the position of instructional design specialist, recently resulted in approximately fifty applications being received.

The advertising program, presentation by staff members and distribution of recruitment brochures have all reached professional of varying ethnic and racial backgrounds as well as both sexes and the hearing-impaired. While it is impossible to determine, the racial and ethnic distribution among the applications on file, the distribution by sex and hearing-impairment indicates that the present recruitment procedures have not inadvertently been discriminatory in these areas. In order to assume that the policies which are being developed and that the expanded recruitment efforts in the near future do not become discriminatory in nature, an administrative member has been assigned the responsibilities of Coordinator of Recruitment and Selection.

While it was assumed that the national advertising and professional contacts of current staff members would provide adequate opportunity for all minority groups to be made aware of existing vacancies at the MSSD, it appears that this assumption may not have been valid in regard to racial minorities. A review of the analysis of the minority representation among the present staff while being representative, is not totally satisfactory. The Coordinator of Recruitment and Selection is presently drafting recruitment procedures which will enhance the possibility that more applicants of racial minorities will be received. One of the procedures being considered is direct contact with placement offices of colleges and universities which have student bodies consisting primarily of black students. It is anticipated that this will be initiated during the end of Fiscal Year 73 or during the beginning of Fiscal Year 74.

Selection of Staff Members

Under the direction of the Coordinator of Recruitment and Selection a policy and procedure for selecting staff members is being formulated. A copy of the working draft of this policy is included as Appendix B.

One of the strategies employed for the past year and included in this policy statement is multiple interview procedures. Since a staff member must work cooperatively with the staff of all Divisions of the MSSD, a candidate interviews with a representative of each of these divisions as well as with peers within the department where the vacancy exists.

The impressions from all of those who interview the candidate are provided to the Division Director and are used in his decision which is then endorsed by the Director.

One of the important results of this group decision-making in choosing a successful candidate is that any personal prejudices of any particular staff member cannot dominate the final choice of a candidate.

The distribution by race, sex and hearing-impairment among the present faculty indicates that this procedure has been successful in preventing any discriminatory selection procedures from evolving.

Promotion Policy

The present procedures concerned with promotions for staff members has been to assure that any staff member has the opportunities to be considered for any position which may become vacant at the MSSD.

When a new administrative position is created or an existing position is created or an existing position vacated, the faculty is notified and any interested individual may apply. At the same time, the vacancy is made known outside of the MSSD via strategies discussed above under recruitment procedures. All candidates, both those who are presently staff members and those seeking the position from outside of the MSSD are interviewed following the procedures outlined above under selection procedures.

Since the purpose of all recruitment, selection, and promotion policies and procedures are to identify the candidate which will probably be the most successful in discharging the responsibilities required of any positions, current staff members, while not receiving special consideration, are assured of equal consideration in filling a job vacancy which would constitute a promotion.

During the period of Fiscal Year 70 through September of Fiscal Year 73, there have been seven administrative positions which were either created or vacated. Of these seven positions four were filled by successful candidates from the faculty. Three of those promoted were from subgroup 1, Caucasian, male, hearing and one was from subgroup 5, Caucasian, female, hearing. There were no faculty members from the remaining subgroups who applied for any of the positions.

Conclusions

The MSSD has been an EOE since it began operation in FY 68. As pointed out earlier, the recruitment and selection of faculty and administrative staff members who are exceptionally well-qualified and creative are the most crucial variables for the MSSD in meeting its goals. Therefore, educational background, experience, and desire to work in an experimental program have been given priority in the selection of all staff members. No consideration has been given to the sex, race, or handicapping conditions of any candidate.

The data reported in the first sections of this report indicate that, in general, these policies have been effective in that discriminatory personnel patterns have not evolved. However, the data also indicates that some instances the distribution of staff members by sex, race, handicapping conditions is not totally satisfactory.

Faculty

While it would appear unreasonable to establish goals as to what percent of the faculty should be male-female, Caucasian-Negroid, hearing-deaf, there are several subgroups which appear not to be represented adequately.

The distribution by sex, male = 42.6%, female = 57.4%, of the faculty would appear to be a satisfactory representation of both groups and indicate that no discriminatory selection has evolved.

The distribution by race, Caucasian = 85.2%, Negroid = 14.8%, while indicating that discriminatory selection based upon racial or ethnic background has not evolved, may not be totally satisfactory. Evidently, the recruitment activities have not been effective in reaching qualified Negroid candidates, and therefore should be corrected. Particularly noticeable is the small percent of Negroid-deaf staff members, groups 4 and 8, which collectively are represented by one staff member. These subgroups are of particular importance to the MSSD because of the need for adult models for the Negroid-deaf students at the MSSD.

The distribution of hearing-deaf staff members (hearing = 78%, deaf = 22%) would appear to be an acceptable representation of both groups. However, as the MSSD grows and new faculty is added, recruitment efforts must continue to focus on recruiting qualified deaf candidates. Since the educational requirements for successful candidates centers upon a master's degree in the candidate's area of specialization, it is difficult to find deaf candidates. Additionally, preference is given to candidates who have teaching experience and the MSSD is sensitive to "robbing" the faculties of other schools for the deaf.

The distribution of staff members from all subgroups among the salary range, indicates that no consideration is given to sex, race or handicapping conditions in determining salary. Five of the seven staff members who have B.A. degrees are deaf. The educational requirement was waived for these staff members because of their potential and their contracts and work schedule arranged so that they could pursue graduate study.

The faculty members who left the MSSD from FY 70 through September of FY 73 are scattered among the subgroups indicating that there is not any undue pressures placed upon any subgroup member.

The membership of committees established by the MSSD Bylaws is represented by all subgroups, indicating that prejudicial considerations are not made by staff members in electing peer representatives. The percentage of each subgroup elected to these offices approximates the percentages of the subgroups for the total faculty.

The appointed positions of Department Fiscal Representatives also have approximately the same percentage from each subgroup as the total faculty. The distribution by sex, race, and handicapping condition among the 13 staff members who were selected for primary job responsibilities in development and/or research is disportionate in number of Causasian (12) and hearing (13) staff members. This is the result of selecting staff members who had projects in process when the differentiated staffing was initiated and the expressed desire of the staff member to have such a job assignment. Assuming the attempts of differentiated staffing are successful, more faculty members will be given assignments in these areas and a more realistic representation from both the Negroid and deaf groups will be made.

Administrative Staff

The distribution of the 14 administrative staff members among the eight subgroups and by sex, race, and handicapping conditions is heavily skewed in favor of males (11) and Caucasians (14). The percentages of hearing and deaf administrators is representative of these groups among the total faculty. There is a need for Negroid representation among the administrative staff as well as for additional female and particularly female-deaf administrators.

The salary for administrators is equitable for all subgroups represented.

Personnel Policies

Personnel policies concerned with selection and promotion of staff members appears to be satisfactory. The disportionate representation of some subgroups is probably a weakness in the recruitment procedures. Evidently, possible Negroid candidates are not being reached, particularly those who would be qualified for administrative positions. While this has not been intentional, the assumption that newspaper advertising and ads in professional journals would reach these groups, evidently was not valid. Recruitment strategies need to be developed which will be successful in identifying candidates who are Negroid and particularly Negroid-deaf.

Recommendations

While the analysis of the sex, race, handicapping condition of both faculty and administrative staff indicates that prejudicial personnel practices have not been in operation at the MSSD, the data indicates that an apparent weakness in recruitment procedures has resulted in a less than desirable representation of some combinations of these variables.

The expansion of recruitment strategies to overcome this weakness will receive top priority for the Coordinator of Staff Recruitment and Selection during FY 73. The selection of the best qualified candidates must remain the major criterion for selection; however, the MSSD accepts the responsibility of assuring that minority candidates who are qualified are aware of openings and that these candidates have equal opportunity to compete for these positions.

Plan of Action

The following recruitment possibilities will be investigated by the Coordinator of Recruitment and Selection during FY 73 and the most promising strategies will be incorporated into the present recruitment activities:

1. Placement Offices for graduate programs in Universities and Colleges with large Negroid enrollment will be contacted and notified of faculty and administrative openings.
2. Staff members making presentations to professional organizations and at other institutions will encourage individuals of minority groups to request employment information from MSSD.
3. Black-deaf undergraduate and graduate students at Gallaudet College will be identified and encouraged to pursue employment at the MSSD.

Requirements for a master's degree will be waived for exceptionally promising candidates from the subgroups with the Coordinator of Staff Development arranging for provisions for graduate study after joining the staff.

4. Newspapers in metropolitan areas throughout the country will be used to advertise openings in the hope that more members of minority groups will be received.
5. Recruitment activities at major professional conventions will be expanded.
6. While remaining sensitive to "robbing" other programs for the deaf, administrative staff members will be encouraged to solicit names from peers of staff members of minority groups who have indicated promise as administrators and who cannot be promoted in the near future in their programs.
7. A yearly analysis of the distribution of faculty and administrative staff by the eight subgroups used in this report and by sex, race, and handicapping condition will be initiated. The administrative staff will review the report and advise the Coordinator of Recruitment concerning any discrepancies which may appear.
8. The Coordinator of Recruitment will establish goals concerning the minority distribution for the faculty and administrative staff for FY 75 when the new facilities will be completed.

These goals, when accepted, will be used as guidelines in the recruitment and selection of the new staff members for FY 75. In order for these goals to be realistic, the Coordinator of Recruitment will use:

1. Distribution of minority groups among the national population.
2. Distribution of minorities among the student body.

3. Distribution of minorities among the deaf population.
4. Distribution of minorities among educators of the deaf and among educators in general.
5. Distribution of minorities among the five-state service area of the MSSD.

The MSSD will set FY 75 as the deadline for completing these projects because during FY 74 and 75, additional staff members will be employed allowing the opportunity to assemble a professional staff which is realistically representative of all minority groups under consideration.

APPENDICIES

APPENDIX A

FACULTY SALARY SCHEDULE

Model Secondary School for the Deaf

July 1, 1971 - June 30, 1972

	9 1/2 mos.			12 mos.		
Years Exp.	BA	MA	MA + 30	MA	MA + 30	DOCTORATE
0	9,250	9,750	10,100	11,800	12,300	13,500
1	9,750	10,250	10,600	12,400	12,900	14,100
2	10,250	10,750	11,100	13,000	13,500	14,700
3	10,750	11,250	11,600	13,600	14,100	15,300
4	11,250	11,750	12,100	14,200	14,700	15,900
5	11,750	12,250	12,600	14,800	15,300	16,500
6	12,250	12,750	13,100	15,400	15,900	17,100
7	12,750	13,250	13,600	16,000	16,500	17,700
8	13,250	13,750	14,100	16,600	17,100	18,300

Note: Except in special cases, appointment to a teaching position will not be made without the master's degree in the subject to be taught. Ordinarily, credit will be given for no more than five years experience prior to joining the MSSD staff.

Draft
11-72

RECRUITMENT AND SELECTION OF THE MSSD STAFF PERSONNEL

I. RESPONSIBILITIES

A. The Director/Assistant Director of the MSSD shall have the responsibility for:

1. coordinating recruitment and selection activities through delegation to a responsible individual in that office
2. approving all final recommendations on recruitment and selection
3. issuing all letters of appointment
4. approving position openings and notifying the Coordinator of Recruitment and Selection of such openings
5. serving on the Screening Committee

B. The Coordinator of Recruitment and Selection will work closely with the Assistant Director, and have the responsibility for:

1. designing and implementing a nation-wide recruitment program which will include:
    a. sending announcements of position openings (Appendix A) as deemed appropriate to: personal contacts, Gallaudet College, programs preparing personnel relevant to the position, placement services as professional conferences, professional and general publications, the MSSD Division Directors, and the MSSD staff. Announcements should include a brief job description, the date the position will be available, salary range, and the name of the person to be contacted (Coordinator of Recruitment and Selection).
    b. distributing recruitment brochures of a general nature to staff members visiting other institutions and/or performing public relation functions for the MSSD.

c. arranging for recruitment visits to training institutions, schools and conferences and, in cooperation with the Coordinator of Staff Development, conducting in-service sessions for key personnel in developing and offering recruitment presentations.

d. providing MSSD staff members with information concerning the qualifications required for appointments and soliciting nominations for open positions.

2. supervising the maintenance of pertinent records by:

a. receiving all resumes, applications, transcripts, references, and letters of inquiry

b. maintaining a personnel file on all applicants (Appendix B describes the present application filing procedures used)

c. preparing a packet of pertinent materials to be sent to applicants being considered for interviews (in cooperation with the Office of Public Information)

d. receiving and answering all correspondence and telephone calls with the applicant beginning with the initial contact. (When other staff members receive correspondence or telephone calls from applicants or interested persons, the staff member should acknowledge the correspondence including a statement that the communication has been forwarded to the Coordinator of Recruitment and that further correspondence should be directly with the Coordinator of Recruitment. A copy of the correspondence from and to the individual will be sent to the Coordinator of Recruitment.)

e. arranging travel and accommodations for all out-of-town candidates to be interviewed

d.

f. maintaining a file of job descriptions for staff positions

g. supervising a recruitment budget, including

(1) providing Director with estimated budget requirements

(2) maintaining records of expenses incurred in recruitment

(3) initiating forms for reimbursement of expenses incurred by candidates

3. coordinating selection activities

a. reviewing all applications, identifying those applicants who possess the minimal qualifications, advising applicants of their qualifications as related to present and future job possibilities

b. receiving notifications of a job opening from Director/Assistant Director

c. chairing the Screening Committee for selection of candidates to be interviewed. (The Screening Committee will consist of: Assistant Director, appropriate Division Director, the Coordinator of Recruitment and Selection, and the Coordinator of Staff Development.)

d. scheduling appointments for interviews, receiving written evaluations and recommendations from those interviews, and sending copies of evaluations to the Director/Assistant Director and the appropriate Division Director. (A copy of the guidelines to be used in evaluation are Appendix C.)

C. The Division Directors will be responsible for:

1. coordinating the completion of job descriptions for each position within his Division including a description of minimal qualifications desired. (The form to be used in developing job descriptions is Appendix D.)

2. notifying the Director/Assistant Director of positions which will be open in his Division and include any qualifications peculiar to the particular opening
3. interviewing candidates and scheduling interviews within his Division, in cooperation with the Coordinator of Recruitment and Selection
4. providing written recommendations after the Division interviews which include recommendations and a summary of the impressions of other staff members within his Division who have interviewed the candidate
5. serving on the Screening Committee. (Only the Division Director who has the open position will serve on the Committee.)

D. The Coordinator of Staff Development will be responsible for:

1. serving as a member of the Screening Committee
2. interviewing all candidates selected for interviews and provide a written recommendation to the Coordinator of Recruitment and Selection
3. advising the Coordinator of Recruitment and Selection of any staff travel which may lend itself to recruitment of faculty members

E. The Office of Public Information will be responsible for:

1. preparing in cooperation with the Coordinator of Recruitment and Selection, a packet of pertinent materials to be distributed to prospective candidates
2. cooperating with the Coordinator of Recruitment and Selection in implementing a nation-wide recruitment program
3. designing and producing recruitment materials

II. PROCEDURES

A. The Division Director will notify the Director/Assistant Director, in writing, of a staff requirement

   1. if the position is an established one, a copy of an updated job description should accompany the request.

   2. if the position is a new one, a copy of the job description and the rationale for the position should accompany the request. (Consideration relative to Division budget and Congresssionally authorized personnel strength must first be cleared through the Director/Assistant Director.)

B. The Director/Assistant Director will notify the Coordinator of Recruitment and Selection of an approved opening

C. The Coordinator of Recruitment and Selection will send out announcements for the position to appropriate people and places. Gallaudet Policy 10:03:00 requires that non-faculty personnel openings be posted on campus for a minimum of three days before a job offer can be extended to anyone and five days before an offer can be extended to anyone other than a Gallaudet employee.

D. The Coordinator of Recruitment and Selection will review the credentials of applicants using the job description as a frame of reference

E. A Screening Committee will meet to select from the eligible applicants those who are to be interviewed for the position

F. The Coordinator of Recruitment and Selection will contact each applicant selected by the Screening Committee for the purpose of arranging an interview schedule

G. The Coordinator of Recruitment and Selection will schedule each applicant for interviews with those listed below. In some instances various individuals may wish to waive interview privileges (e.g. in the selection of clerical personnel). In all cases an attempt will be made to have at least three people interview an applicant.

1. Coordinator of Recruitment and Selection
2. Division Directors
3. Coordinator of Staff Development
4. Immediate Supervisor of potential employee
5. Director (MSSD)
6. Assistant Director (MSSD)
7. any persons identified by any of the individuals above (1-6) as being able to contribute, because of position or personal qualifications, pertinent input for decision concerning an applicant. (Individuals in H below are not considered in this category.)

H. Each Division Director will arrange for interviews within his Division for those staff members from whom he would like to receive input

I. Each interviewer identified in G, 1-7 above will submit a written evaluation of each candidate within one week of the interview to the Coordinator of Recruitment and Selection

J. The Coordinator of Recruitment will receive all written evaluations, forwarding a copy to the Division Director of the Division where the position is open, a copy to the Director/Assistant Director, and maintaining one copy in the candidate's folder.

K. After reviewing written evaluations for each candidate, the Director, Assistant Director, and the appropriate Division Director will meet to make a decision on each candidate. In the case that no candidate is accepted, the above procedures will be repeated.

L. The Director/Assistant Director will prepare a letter of appointment for a successful candidate, to be returned within a specified time limit

M. The Coordinator of Recruitment will notify by letter all unsuccessful applicants advising the candidate whether his application will remain on file

N. The Director/Assistant Director upon receiving the signed letter of appointment, will advise the Business Office of the date the staff member will be entered on the payroll. In a case where the candidate does not sign the letter of appointment, the Director/Assistant Director will advise the Coordinator of Recruitment and Selection and appropriate steps will be taken to select other applicants.

APPENDIX A

POSITION OPEN

POSITION TITLE:

LOCATION:

DIVISION:

TITLE OF IMMEDIATE SUPERVISOR:

POSITION AVAILABLE:

SALARY:

POSITION DESCRIPTION

JOB SUMMARY:

DUTIES AND RESPONSIBILITIES:

DESIRABLE EDUCATIONAL, EXPERIENTIAL, AND PERSONAL QUALIFICATIONS:

PERSON TO CONTACT:

DATE OF CLOSING OF APPLICATIONS:

November, 1972

APPENDIX B

PRESENT APPLICATION FILING PROCEDURES

I. A complete file on an applicant includes the following: Letter of inquiry, resume, transcripts (if requested), references, correspondence, and comments from interviews (informal and scheduled).

II. The filing procedures include the following actions:

   A. all pertinent information concerning an applicant is placed on cards and filed alphabetically in a card box (by the applicant's last name)

   B. all applications are filed by areas of interest in the office files. An applicant expressing an interest in more than one area is crossfiled.

   C. a complete, alphabetical listing of all persons applying for a position is located at the beginning of the area file. A duplicate copy of that listing is also maintained. The listing includes the applicant's name, college(s) and/or universities attended, degrees earned, and references received.

   D. all applications are coded (by color) according to: the applicant's educational background, experience, and the position for which he is applying. The color code also indicates whether the applicant has completed his file.

   E. all files are kept up-to-date according to information received from the applicant, conferences staff members have had with the applicant, and telephone conversations with the applicant.

APPENDIX C

GUIDELINES
For
Summarizing Impressions of a Candidate
For a
Position at the MSSD

Candidate's Name: ______________________

Date of Interview: ________________ Reporter's Name: ________________

I. Qualifications (Strengths and Weaknesses):

Assessment of educational and experiential qualifications using the job description as a reference.

II. Interpersonal/Personal (Strengths and Weaknesses):

Assessment of ability to function with staff and students within the administrative structure of the MSSD.

III. Entrance Behaviors (Strengths and Weaknesses):

Assessment of time and nature of training required for individual to become a productive staff member.

IV. Recommendation(s):

Specific recommendation(s).

November, 1972

APPENDIX D

JOB DESCRIPTION

POSITION TITLE:

DIVISION:

TITLE OF IMMEDIATE SUPERVISOR:

POSITION DESCRIPTION

JOB SUMMARY:

DUTIES AND RESPONSIBILITIES:

DESIRABLE EDUCATIONAL, EXPERIENTIAL, AND PERSONAL QUALIFICATIONS:

November, 1972